Bill Harris
1520 North Market St.
Opelousas, La.

August 1, 1966

Dear Ronnie,

We would deeply appreciate it if you would send to us some literature dealing with voter registration, organizing a campaign and other literature concerning Negroes in politics, for approximately sixty persons. Thanks to Mr. Reyonold and John Zippert we have been able to show our group the first two movies from the Negro Heritate Series, that were shown at the South Carolina Conference, and they have manifested such a sincere interest in the series that we feel that our program on Aug. 10, 1966 will be incomplete without showing the other two films; namely, Free at Last and The New Mood; therefore, we sincerely hope that we could recieve the films for use on or before Aug. 10.

Freedom:
Bill Harris
Bill Harris

James J Graham, Esq
Assoc Dir. Project on Social
Welfare Law
46 Washington Mews
New York
10003
477 - 3980

5 Copies —

Sent 9/26/66

Route 2 Box 152
Archbold, Ohio 43502
October 4, 1966

Scholarship, Education & Defense Fund
For Race Equality, Inc.
150 Nassau Street, Room 1707
New York, N.Y. 10038

Dear Sirs:

My name is Anita Johnson. I am taking a course in Freshman English at Ridgeville Local School. I am writing a term paper for this class on Negroe-White Relationships. Would you please send me all your available information and any of your own opinions on this subject.

Thank you for your help.

Yours truly,

Anita Johnson

Anita Johnson

JOHN SPARKMAN, ALA., CHAIRMAN
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EDWARD W. BROOKE, MASS.
CHARLES H. PERCY, ILL.
LEWIS G. ODOM, JR., STAFF DIRECTOR
MATTHEW HALE, CHIEF COUNSEL

United States Senate
COMMITTEE ON BANKING AND CURRENCY

Shirley
Have we sent

RECEIVED
MAY 17 1971
SEDF

May 15, 1967

Mr. Marvin Rich, Executive Director
Scholarship, Education and Defense
Fund for Racial Equality, Inc.
150 Nassau Street
New York, New York 10038

Dear Mr. Rich:

Thank you very much for your very informative letter of April 11. If your manual is now available, I would very much appreciate receiving a copy of it.

Permit me to commend to your attention the enclosed legislation introduced by Senator Percy and others to help make home ownership available for lower income families. I would be very interested in your observations, as to the desire among welfare recipients to become home owners. While it is recognized that home ownership requires some minimum income level, even when subsidized, we feel that there are at least some present welfare families who would be able to qualify.

One project we are very much interested in, which is being undertaken by a group of young lawyers and others in Chicago, is the technique for converting an existing public housing building into a tenant cooperative or condominium. If you know of any place where that has been done, I would like to have some details.

Sincerely,

John McClaughry

John McClaughry
Special Assistant
to Senator Charles H. Percy

9/28/67. Manual sent out. Marvin says Shirley has answered questions asked in letter.

URBAN LAW PROGRAM
UNIVERSITY OF DETROIT
SCHOOL OF LAW
651 E. JEFFERSON
DETROIT, MICHIGAN 48226

TELEPHONE 342-1000

PAUL P. HARBRECHT, S.J.
DEAN
F. PHILIP COLISTA
ASSISTANT DEAN
DIRECTOR - URBAN LAW PROGRAM
DONALD H. MURCH, ATTORNEY
ASSOCIATE DIRECTOR
URBAN LAW OFFICE
PETER O'ROURKE
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MARY ANN BEATTIE
DEPUTY RESEARCH DIRECTOR

August 1, 1967

RECEIVED
AUG 3 1967
SEDF

Scholarship, Education and
Defense Fund for Racial
Equality, Inc.
150 Nassau Street
New York, New York 10038

Dear Sir:

Please send to me the manual on "Your Welfare Rights in New Jersey" which is available through your office.

Your cooperation is very much appreciated.

Very truly yours,

Jo Ann Terry

Jo Ann Terry

JT/rn

Sent 8/23/67

RECEIVED
AUG 3 1967
SEDF

Aug 12-67

Newark. Welfare Project
Dear Sirs

Will you please send me a booklet on Your Welfare Rights. Does this apply to all towns.

Oblige
Mrs Anna Heat
502 Birch ST
Bayville
N.J.
(08721)

Sent

NAVIN SHAH

100 Westervelt Place
Passaic, N.J. 07055
August 13, 1967.

The Director
Newark Welfare Rights Project Office
112 South Orange Avenue
Newark, N.J.

Gentleman :

Re : Copy of Manual 'Your Welfare Rights'

Reverting to the article concerning 'Welfare' that appeared in the Morning Call of August 11,I shall thank you to please send me a copy of the manual published by the civil rights organisation.Incase,it is a price publication,you may send me a copy of it by C.O.D..

I appreciate the efforts of civil rights organisation to publish such an informative manual which would be useful to the public,generally ignorant about their civil rights and obligations to organisations of public welfare.

Thanking you,

Very truly yours,

N. Shah

(Navin Shah)

sent 9/1

[Aug. 16, 1967]

Mrs Lacy,

The 25 Welfare Rights brochures I took on Monday went fast. I have come back for another 50 which we will be distributing at our 2 offices

Pat Ryan
Urban League

Where does the money come from for printing these? If you could use some financial assistance we might be able to help out - let us know.

The Newark News
NEWARK 1, NEW JERSEY TELEPHONE MARKET 4-1000

August 17, 1967

Dear Mrs Lacy:

Could you please send this woman a copy of your brochure?

Many thanks.

Cordially,

Douglas Eldridge

Sent 8/22/67

Mrs. Lacy

Important!

Aug 16, 67

THE NATION
333 SIXTH AVE. • NEW YORK, N.Y. 10014
CHelsea 2-8400

21 August 1967

RECEIVED
AUG 24 1967
SEDF

Marvin Rich, Exec. Director
SEDFRE, Inc.
150 Nassau Street
New York 10038

Dear Mr. Rich,

I have just received the booklet, "Your Welfare Rights", published on behalf of Newark welfare recipients.

You ask for comment. I think it is an excellent job, extremely clear and useful. It demonstrates an awareness which troubled people do not generally realize exists. If any one cause could be said to be central to today's urban violence, I think it must be the sense so many have of being totally ignored, of lack of awareness of them and of their problems on the part of the existing establishment of power in the city.

Addonizio and his kind should have their noses rubbed in this. Cavanagh and Lindsay and Naphtalin and Lee have the message, but too few have not: it needs to be spread horizontally and vertically, both up and down; your booklet is a fine contribution to the latter.

Sincerely,

James Storrow

James J. Storrow jr.
Publisher

P.S.
(over)

August 23, 1967

Marvin Rich, Executive Director
SEDFRE
150 Nassau Street
New York, N.Y. 10038

Dear Mr. Rich;

In response to your request for comments on the Welfare Rights booklet sent me:

1. Cover and page-numbers, etc. should be in a color - neither brown, black, nor gray.

2. Section numbers should be plain-ordinary 1,2,3 and not Roman Numerals.

3. Photograph of Nils Douglas should be omitted.

4. In what may have been an attack of hypersensitivity to the question, the artist has carefully refrained from indicating that any of the people sketched are Negro. Thus we have one of the vanishing phenomena of the times - at a stage where airline ads, bank ads, and the NYTimes fashion supplements are all conscientiously including Negroes in photographs, sketches, cartoon-illustrations, etc.!

I do think the booklet on the whole is excellent; the idea a great one. I return it to you so that not even one copy shall be sitting around on a coffee table when it could be used to better advantage.

Very truly yours,

Helen Herbstman

Mrs. H. Herbstman
129 Everett Place
Englewood, N.J. 07631

Georgia Council ON HUMAN RELATIONS
52 Fairlie Street, N. W. • 404/525-6468 • Atlanta, Georgia 30303

RECEIVED
SEP 6 1967
SEDF

September 5, 1967

Mr. Marvin Rich
Scholarship, Education Defense
Fund For Racial Equality
150 Nassau Street
New York, New York 10038

Dear Mr. Rich:

Please send us your new copy of a welfare rights pamphlet: Newark Welfare Rights.

Thank you.

Sincerely yours,

Frances Pauley

Mrs. Frances Pauley
Executive Director

FP/es

Sent on 9/14/67

MR. JOSEPH HENDRICKS, PRESIDENT
THE REVEREND AUSTIN FORD, FIRST VICE-PRESIDENT
REV. C. S. HAMILTON, SECOND VICE-PRESIDENT
MR. C. W. AYCOCK, SECRETARY
MR. JOHNNY GLUSTROM, TREASURER
MRS. FRANCES PAULEY, EXECUTIVE DIRECTOR
MR. HUBERT THOMAS
MR. PAUL WAHRHAFTIG

Wespera
563 Sterling Place
Brooklyn N.Y. 11238
Sept. 6, 1967

Dear Sir,

Our group would like to have some booklets on Your Welfare Rights. We would it very much if you could send some, about 60, of these handbooks.

Thank You
Co Chairman - Marcella King

3 copies sent
with letter of
explanation that these
manuals apply to
N.J residents only

RECEIVED

[illegible]

440 Riverside Drive
New York, N. Y. 10027
September 9, 1967

Mr. Marvin Rich, Executive Dir.
SEDF - RE
150 Nassau Street
New York, N. Y. 10038

Dear Marv,

This is to congratulate SEDF - RE on the publication Your Welfare Rights. I think that SEDF-RE has done an important job - and I am hoping that it will receive wide and serious use.

I was a little chagrined not to find the name and/or picture of Shirley Lacey in it. I meant to speak to you in person about this matter in Virginia, but as you recall it was necessary for me to dash away.

This was a unique opportunity to accredit Shirley's skills, to spread the wealth and to demonstrate black power. What do you think?

Stay loose.

Sincerely,

Preston R. Wilcox

Preston R. Wilcox

REPLY TO DISTRICT OFFICE:
STATE OF NEW JERSEY
BUREAU OF CHILDREN'S SERVICES
ROOM 412, NEWARK CENTER BUILDING
1100 RAYMOND BOULEVARD
NEWARK, NEW JERSEY 07102

State of New Jersey
DEPARTMENT OF INSTITUTIONS AND AGENCIES
BUREAU OF CHILDREN'S SERVICES
G. THOMAS RITI, CHIEF
163 WEST HANOVER STREET
TRENTON, NEW JERSEY 08625

September 11, 1967

Scholarship, Education, and Defense Fund
For Racial Equality
112 South Orange Avenue
Newark, New Jersey

Dear Sirs:

I have read a copy of your handbook of information on Welfare Rights and find that it contains information pertinent to many of the problems which this agency deals. I would therefore like to request 20 or 30 copies of this pamphlet if you can spare them. Your consideration and cooperation would be most appreciated and quite beneficial.

Very truly yours,

Marie Harding
(Miss) Marie Harding
Caseworker

Lawrence S. Chase
Lawrence S. Chase
Assistant Supervisor
Newark District

LSC:MHW

9/9/67

Dear Mrs Lacey

I am a school social worker in two schools in Newark - Waverly & S. 10th -

Will you please send me 50 copies of your pamphlet "Your Welfare Rights" for our parents —

Thank you very much,

Mrs. Gene Smith

P.S. If you do not have this quantity available, please send as many as you can.

Mrs. Gene G. T. Smith
10 Hill Street
Hallmark House, Apt. 14H
Newark, New Jersey 07102

sent 9/29

YOUTH DEVELOPMENT CLINIC OF NEWARK
990 BROAD STREET, NEWARK, NEW JERSEY

PHONE 623-9025

SAUL EISENBERG, ACSW
EXECUTIVE DIRECTOR

September 13, 1967

Scholarship, Education and Defense Fund for Racial Equality
112 South Orange Avenue
Newark, N.J.

Dear Sirs:

Our psychiatric clinic for children has a large number of families currently receiving service who are recipient of County welfare. We believe it would be most useful to acquaint them with your excellent book "Your Welfare Rights" and to this end we would like fifty copies for distribution.

Please bill us for any costs involved.

Sincerely,

Saul Eisenberg
Executive Director

SE/s

DIVISION OF PUBLIC WELFARE
NEWARK, N. J.

GRACE E. MALONE
Director of Public Welfare

INTERDEPARTMENTAL COMMUNICATION

Date September 13, 1967

To Mrs. Lacey

From M rs. G.E. Malone, Dir.

Subject Booklet - Your Welfare Rights

Will you kindly give bearer, Mr. John Sayres,

12 copies of the above booklet.

Thank you.

Sent 9/13/67

17 500 Pads 100 to a Pad 5-65 16 lb. S. B.

THE UNIVERSITY OF MICHIGAN
LAW SCHOOL
HUTCHINS HALL
ANN ARBOR, MICHIGAN 48104

VED

SEP 20 [illegible]

September 18, 1967

Mr. Marvin Rich
Executive Director
Scholarship, Education and
Defense=Fund for Racial Equality
150 Nassau Street
New York, New York, 10038

Dear Mr. Rich:

Professor Feingold of the medical care organization of the Public Health Department of this University has shown me a copy of the pamphlet "Your Welfare Rights". I would appreciate a copy for my own use. Professor White and I at the Law School are giving a training program this summer for fifty young lawyers who will be working in neighborhood law clinics in various cities, and I am also interested in possibly emulating the pamphlet in Michigan.

Sincerely yours,

Robert J. Harris

Robert J. Harris
Professor of Law

RJH:amb

1

Box 62
Newcomb Hall Station
Charlottesville, Va.
9/19/67

Scholarship, Education and
Defense Fund
150 Nassau St.
New York, New York 10038

Dear friends,

Please send me a copy of the manual "Your Welfare Rights in New Jersey". Your kindness will be much approciated.

Peace and freedom,

Janet Dewart

Janet Dewart, staff
Southern Student Organizing Committee

Sent 9/21/67

September 20, 1967

Robert J. Harris
Professor of Law
The University of Michigan Law School
Hutchins Hall
Ann Arbor, Michigan 48104

Dear Professor Harris:

I have enclosed a copy of the Welfare Rights manual. Our entire program is being evaluated by Rutgers University. We also intend to publish later a description of the process by which this manual was prepared and used.

The manual was designed for wide distribution among welfare recipients. However, we have also provided fairly intensive training for welfare advocates from clients' groups. We feel that the manual without trained advocates would be inadequate, and certainly the printed word is essential to give the client and the advocate a sense of confidence and authority.

Sincerely,

Marvin Rich
Executive Director

Enclosure as stated

THE UNIVERSITY OF MICHIGAN
LAW SCHOOL
HUTCHINS HALL
ANN ARBOR, MICHIGAN 48104

VED
SEP 20

September 18, 1967

Mr. Marvin Rich
Executive Director
Scholarship, Education and
Defense=Fund for Racial Equality
150 Nassau Street
New York, New York, 10038

Dear Mr. Rich:

Professor Feingold of the medical care organization of the Public Health Department of this University has shown me a copy of the pamphlet "Your Welfare Rights". I would appreciate a copy for my own use. Professor White and I at the Law School are giving a training program this summer for fifty young lawyers who will be working in neighborhood law clinics in various cities, and I am also interested in possibly emulating the pamphlet in Michigan.

Sincerely yours,
Robert J. Harris

Robert J. Harris
Professor of Law

RJH:amb

Sept 21, 1967

Dear Sir [madame],

Your booklet entitled "Your Welfare Rights" was given to me At school Rutgers C.A.I.P by one of your worker. We Always exchange information on welfare. I loved the booklet and turned it over to the welfare Clients Group here As a result here is this letter.

Would you be Kind enough to send us fifty Copies if they are free. If they are not free will you please send us a letter of the Costs. We Really need this for our area.

We will be waiting for an answer from you soon as you possibly can.

Thank you

Miss Emily Brown
Hon Chair of Group

Sent 10/4/67

Columbus Hospital
495 NO. THIRTEENTH ST. · NEWARK 7. N. J. · HUMBOLDT 5-3400

9/25/67

Dear Sirs;

Please send additional copies of phamplet entitled "Your Welfare Rights", New Jersey Residents Handbook of Information, to me at the above address, c/o MIC Social Service Department.

This is a very helpful informational resource for my clients.

Sincerely yours,

Mrs. Vera DeFusco
Maternal & Infant Care
Program - Medical Social
Worker - ACSW.

Sent 10/2

---

179 Peshine Avenue
Newark, N.J.
September 22, 196

Dear Sir,

I am writing you in reference to the bookle "Your Welfare Rights." I am in the Process of starting a Welfare Mothers League, and this informative bookle will help us to help others. So I would appreciate it very much, if you could send me at least 10 more copies. And I would also like to thank for this information, which I have already passed on to others.

Yours truly,
Mrs. Gladys Burford
179 Peshine Ave.

Marion Kidd
handled this

CAP
COMMUNITY ACTION PROGRAM

COMMUNITY ACTION-PLAINFIELD, INC.

339 PARK AVENUE
PLAINFIELD, N. J. 07060
Telephone: 753-1933

50 Copies
Sent 10/16/67

September 27th, 1967

Scholarship, Education and Defense Fund
for Racial Equality
112 South Orange Avenue
Newark, N.J.

Gentlemen:

May we please have additional copies of the booklet entitled "Your Welfare Rights" at your earliest convenience.

Yours very truly,

Jo Ann Toresco
MRS. MATTHEW TORESCO
ADMINISTRATIVE SECRETARY

jpt

Mrs. Gene G. T. Smith
10 Hill Street
Hallmark House, Apt. 14H
Newark, New Jersey 07102

September 29, 1967

sent 10/3/67

Dear Mrs Lacy,

On September 9, 1967 I wrote to you requesting a supply or (only one if this is all available) of your pamphlet "Your Welfare Rights".

I am a School Social Worker in Newark at Waverly ave and South 10th. St. Schools and so many of the problems the parents bring to me concern public assistance. I worked for 15 years in Union County, Trenton for the State Dept of P.A and HEW all in jobs relating to public assistance so am very familiar with the problems.

I also think your pamphlets would be of help to my parents If you do not have them and I should write some place

---

The following has already been mailed: Sept. 29, 1967.

Jersey City Legal Services
492 Communipaw Ave.
Jersey City. N.J. 50-Books.

Columbus Hospital
455 No. 13th Street
Newark. N.J. -50 Books.

Uptown Community Service Center.
Atlantic Human Resources.
27 North Massachusetts Ave.
Atlantic City. N.J. 50 Books

Youth Development Clinic
990 Broad Street.
Newark. N.J. 50-Books.

Bureau of Children's Services
Room 412, Newark Center Building
1100 Raymond Boulevard
Newark. N.J. 30-Books.

else won't you please let me Know. Parents are already coming in with welfare problems and would like so to have your pamphlet available for them.

May I please expect to hear from you soon?

Most Sincerely

Gene Smith

School Social Worker

CHILD SERVICE ASSOCIATION

formerly Children's Aid Society and Newark Home for Foster Care

284 Broadway, Newark, New Jersey 07104

OFFICE: HUmboldt 2-0106

LEONTINE R. YOUNG, D.S.W.
EXECUTIVE DIRECTOR

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ELLIOT W. SPARKES
SECRETARY
GORDON MILLSPAUGH, JR.
ASSISTANT SECRETARY

October 4, 1967

Scholarship, Education
and Defense Fund for
Racial Equality
112 South Orange Ave.
Newark, N. J.

Attention Mrs. Shirley Lacey

Dear Mrs. Lacey:

I have a copy of the pamphlet "Your Welfare Rights". Our agency serves many people who are recipients of public welfare and very often we find that serious budgeting problems complicate other problems. I'm sure your pamphlet would be very helpful to our clients. Would it be possible for you to send us a supply so we could distribute them to these people.

If there is a charge for this, please let us know.

Thank you very much for your cooperation.

Sincerely yours,

Miriam Eisenberg

(Mrs.) Miriam Eisenberg, ACSW
Intake worker

ME/eb

Sent
10/13/67

A Red Feather Service of Newark Community Chest *Member of Child Welfare League of America*

Received for E.C.N.B. Students at Rutgers Extension Division 35 *Your Welfare Rights* book.

Helge Edward

10/11/67

Dear Sir (madame) Oct 10, 1967

We Received the booklets on Monday October 9, 1967 and are very grateful.

We will need more but will wait for the Correct amount before we ask.

Thank you,

Charles Turner

OCEAN COUNTY LEGAL SERVICES INC.
4 Washington Street
Toms River, New Jersey 08753
(201) 341-2727

Sent 10-26-67

October 11, 1967

Welfare Committee, People's
Action Group
471 Clinton Avenue
Newark, New Jersey

Gentlemen:

We have in our possession a small, brown booklet entitled "Your Welfare Rights" (New Jersey Residents Handbook of Information).

We would appreciate it if you could send us several more of these booklets.

Thank you for your cooperation.

Very truly yours,

OCEAN COUNTY LEGAL SERVICES, INC.
Component of Office of Economic
Opportunity

6 Copies

By: Richard C. Morrison
Richard C. Morrison
Staff Attorney

RCM:sm

10/14/67
Elsie Starks
274 W. Kinney
Newark N.J. APT 12A

To Whom it May Concern!

I Would like to request Some Copies Of Your Welfare right As soon As Possible.

5 Copies

Thank you
Miss Starks

BOARD OF EDUCATION
DEPARTMENTS OF CHILD GUIDANCE AND SPECIAL EDUCATION
31 GREEN STREET
NEWARK, NEW JERSEY 07102

WILLIAM B. DENBERG
DIRECTOR
CARL C. LOZITO
CLINICAL COORDINATOR

MARKET 2-6700

October 17, 1967

Dear Mrs Lacy,

May I thank you most sincerely for the fifty copies of "Your Welfare Rights" which you brought or sent to Waverly Avenue School for me.

I read it several times and it is excellent. Clear, simple and really tells the client the things he should know. All too often the welfare worker succeeds in making the welfare recipient believe he has lost all his civil and human rights (not that he had them before) when he receives welfare.

Also so many of his needs are ignored and he does not know he can ~~[illegible]~~ receive money for many needed things. Because of my past experience in public assistance for twenty years on the county, state and federal levels am fully aware the problems etc in the program.

I have already given many of the phamphlets out to our mothers first going over it with her. They are delighted to have this socalled "weapon". It gives them security and a different understanding of P.A. I use the approach that P. assist. is like any other public service, library, police school, fire department, etc. We have it becau the majority of us realize we cannot protect ourselves individually against certain of life's problems.

If I can ever be of any help to you or your committee, please let me know.

Again thank you for your help.

Most sincerely,
Sue Smith (Mrs)
School Social Worker

YOUTH DEVELOPMENT CLINIC OF NEWARK
990 BROAD STREET, NEWARK, NEW JERSEY

PHONE 623-9025

SAUL EISENBERG, ACSW
EXECUTIVE DIRECTOR

October 17, 1967

Scholarship, Education and Defense Fund for Racial Equality
112 South Orange Avenue
Newark, N.J.

Dear Sirs:

We would appreciate receiving 100 more copies of "Your Welfare Rights."

Thank you.

Sincerely,

Saul Eisenberg

Saul Eisenberg
Executive Director

SE/s

UNITED UH HOSPITALS OF NEWARK
OF NEWARK
BABIES' HOSPITAL UNIT 15 - 19 ROSEVILLE AVENUE • NEWARK, NEW JERSEY 07107
201 484 - 8000

October 19, 1967

Mrs. Kidd
Welfare Rights Project
112 South Orange Avenue
Newark, New Jersey

Dear Mrs. Kidd:

Enclosed please find a stamped self-addressed envelope. Please send me the two pamphlets that you promised to send to me.

Thank you so much.

Sincerely,

Betty Post (S.B)

Betty Post
Social Service

BP/sb

LINCOLN SCHOOL
120 CENTRAL AVENUE, EAST ORANGE, NEW JERSEY 07018
EAST ORANGE PUBLIC SCHOOLS

CHARLES H. BROWER, PRINCIPAL
TELEPHONE: 673-6330

October 18, 1967

Dear Sir,

Kindly send two copies of "Your Welfare Rights", thank you. Please send to above school address.

Sincerely
(Mrs) Pauline Stackhouse
School Nurse

Sent
10/24/67

Also so many of his needs are ignored and he does not know he can ~~[illegible]~~ receive money for many needed things. Because of my past experience in public assistance for twenty years on the county, state and federal levels am fully aware the problems etc in the program.

I have already given many of the phamphlets out to our mothers first going over it with her. They are delighted to have this socalled "weapon". It gives them security and a different understanding of P.A. I use the approach that P. assist. is like any other public service, library, police, school, fire department, etc. We have it because the majority of us realize we cannot protect ourselves individually against certain of life's problems.—

If I can ever be of any help to you or your committee, please let me know.

Again thank you for your help.

Most sincerely,
Gene Smith (Mrs)
School Social Worker

PHONE 667-1884

NUTLEY FAMILY SERVICE BUREAU, INC.
155 CHESTNUT STREET
NUTLEY, NEW JERSEY 07110

MISS ELIZABETH A. O'MALLEY, ACSW
EXECUTIVE DIRECTOR

STRENGTH
TO FAMILIES
UNDER STRESS

HOWARD D. FONZ, PRESIDENT
JOHN M. D. WALCH, VICE-PRESIDENT
MRS. WILLIAM DARDEN, SECRETARY
MRS. DOUGLAS CONAWAY, TREASURER

October 19, 1967

Newark Welfare Rights Project
219 South Orange Avenue
Newark, N.J.

Gentlemen:

I would greatly appreciate having about fifteen copies of your recently published pamphlet "Your Welfare Rights."

In our counseling work, we frequently have clients who are eligible for or are receiving assistance from the county or municipal welfare department. I believe your pamphlet would be of help to them as well as enable our staff to better serve them.

If there is a charge, please let us know.

Sincerely,

Elizabeth A. O'Malley

(Miss) Elizabeth A. O'Malley
Executive Director

EAO'M:rmc

mailed
already . 15 Copies

united community fund UCF and council of essex and west hudson
FAMILY SERVICE ASSOCIATION OF AMERICA

9915 Charm Court
St. Louis, Missouri, 63134
October 19, 1967

Scholarship, Education and Defense Fund
for Racial Equality
112 South Orange Avenue
Newark, New Jersey

Gentlemen:

I would appreciate receiving two copies of your handbook of information entitled "Your Welfare Rights." If there is any charge for these copies I will send you my check upon receipt of an invoice from you.

Thanking you for your cooperation and awaiting your early response, I remain,

Very truly yours,

J. Michael Ryan

J. Michael Ryan

JMR:em

Has been sent. 10-25-67

The Columbia University School of Social Work | *401 West 117th Street*
CENTER ON SOCIAL WELFARE POLICY AND LAW
New York, N. Y. 10027
Legal Activities and Research Division

October 23, 1967

Sent 10-26-67

Mrs. Shirley Lacy
Newark Welfare Rights Project
112 So. Orange Ave.
Newark, N. J.

Dear Mrs. Lacy:

We could use 20 more copies of the New Jersey Welfare Rights Handbook. We have been sending them out on request to groups who are preparing their own handbooks, as an example of how it should be done. Thank you in advance.

Sincerely,

B. J. Rios

(Mrs.) B. J. Rios
Librarian

BJR

MINNEAPOLIS COMMUNITY UNION PROJECT

1408 East Franklin   Minneapolis, Minnesota 55404   (612) 338-8055

To build democracy

Oct. 24, 1967

OCT 26 1967

Sir,

Please send us one copy of the article by Frank Riessman, A Comparison of Two Social Action Approaches .

In case there is any charge please bill us with the copy.

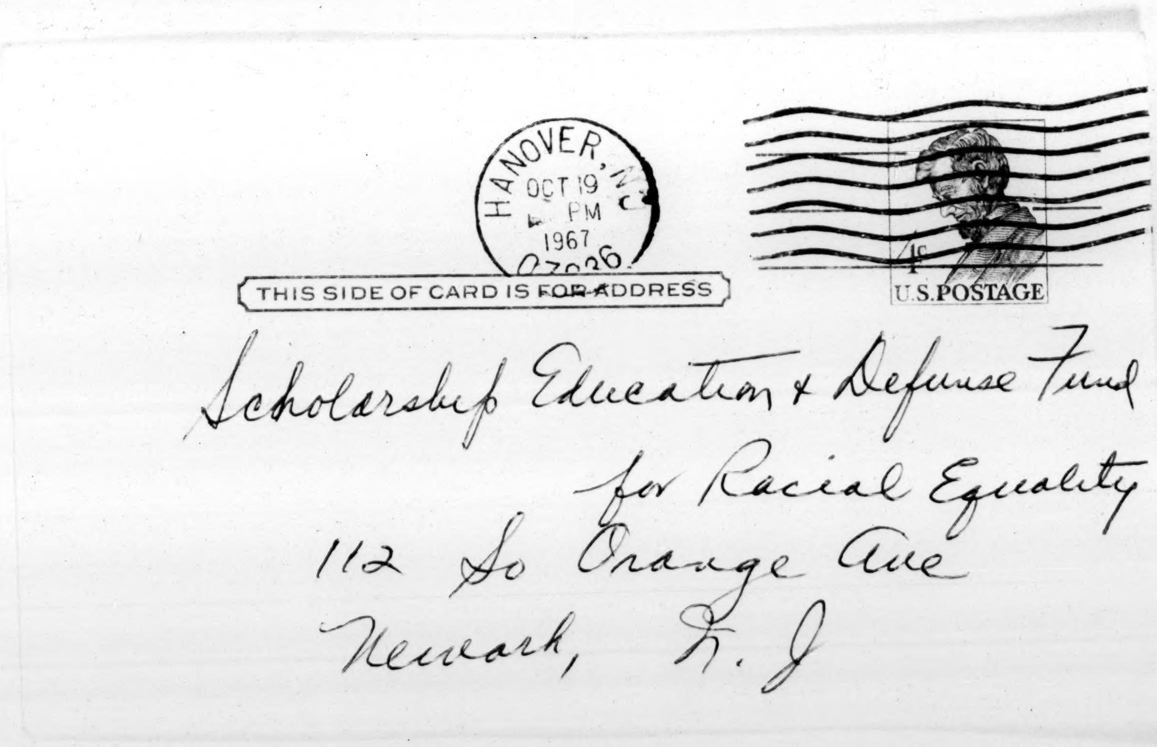
Thank you.

Yours truly,

Doug Elliott

Doug Elliott

Sent 10/27/67



HANOVER, N.J.
OCT 19
PM
1967
07936

THIS SIDE OF CARD IS FOR ADDRESS

4¢
U.S. POSTAGE

Scholarship Education & Defense Fund
for Racial Equality
112 So Orange Ave
Newark, N. J

"let the people decide"

De Leon
50 W Palisade Ave
Englewood N J 07631

ENGLEWOOD
OCT 25
PM
196
N.J.

THIS SIDE OF CARD IS FOR ADDRESS

4¢
U.S.POSTAGE

Newark Essex Core
136 West Market St
Newark N J

NEWARK, N.J.
PM
23 OCT
1967

"CAN DO!"
NAVY SEABEES
25TH ANNIVERSARY

THIS SIDE OF CARD IS FOR ADDRESS

4¢
U.S.POSTAGE

Scholarship, Education &
Defense fund
for Racial Equality
112 So Orange Ave
Newark N. J.

Interested in your booklet "Your Welfare Rights." Please send copy to

Mrs. V. Marrone
128 Overlook Ave
Hanover, N. J.

Sent
10/24/67

Sent 10-31-67

Hospital and Health Council of Metropolitan New Jersey, Inc.

134 EVERGREEN PLACE EAST ORANGE, N. J. 07018

(201) 674-1422

ARTHUR E. BROWN
EXECUTIVE DIRECTOR

October 30, 1967

Scholarship, Education and Defense Fund
for Racial Equality
112 South Orange Avenue
Newark, New Jersey

Gentlemen:

We would appreciate your forwarding us a copy of the publication Your Welfare Rights, New Jersey Handbook of Information at your convenience.

Thank you very much for your cooperation.

Very truly yours,

Carol A. Motola
Mrs. Carol A. Motola

---

sent 10-27-67

Sir
Please send
me 3 Booklet
On your welfare
Rights One
for me & my
friend I read one
a girl had & I want
them.

~~Newark Essex Cove~~
~~136 West Market St~~
N 50 W Palisade
Ave
Englewood NJ
07631

Send for

Sent 10-26-67

Oct 23. 1967.
Newark. N. J.

Dear Sir or Madam

May I please have a copy of the Booklet your welfare rights. I will Be most grateful for any Booklets you can send me Thank you

I remain
Mrs Mary M Voorhees.
23 Riverview Ter.
Newark N. J
07105

Roosevelt Homes.

NOV 2 1967

David M. Grover,
Box 191,
Lookout, Kentucky
41542

Scholarship, Education And Defense Fund,
150 Nassau Street,
New York, New York

Dear Sir,

I have read in Where It's At : A Research Guide For Community Organizing; that you make available to the public a booklet called "Public Relations". Since there was no mention of cost I assume that the booklet is free. If this is not the case I will be glad to send the proper sum upon receipt of the material. Please send it to the above address.

Thank you very much.

Sincerely,

Dave Grover

Dave Grover

sent - Fund Raising
& Publicity
(draft)
2/6/68
a.

BOARD OF EDUCATION
WEST KINNEY JUNIOR HIGH SCHOOL
301 WEST KINNEY STREET
NEWARK, NEW JERSEY 07103

BERTRAM TRACHTENBERG, PRINCIPAL

Nov. 2, 1967

Scholarship, Education and Defense Fund for Social Equality
112 South Orange Avenue
Newark, N.J.

Gentlemen:

I have just finished reading "Your Welfare Rights," and I feel that it is an excellent handbook.

As a social worker at West Kinney Junior High School, I know that this handbook can be extremely helpful to the school personnel and parents.

Please send me as many copies as you can.

Thank you for your cooperation.

Very truly yours,

Gloria H. Buck

(Mrs.) Gloria H. Buck
Social "orker

GHB:db

50 copies

Mailed already

BOARD OF EDUCATION
NEWARK, NEW JERSEY 07102
Avon Ave SCHOOL

11/3/67.

Gentlemen:

I have recently acquired a copy of your Welfare Rights and think it's wonderful.

Please forward several copies to me at the above address.

Very truly yours,
(Mrs.) Cora McClain
Social Worker

6 Copies.

Mailed already

Nov. 3, 1967

James Seawright
Commission on Civil Disorder
60 Book

Mrs Gray - 11-6-67

I stopped in to pick up some more Welfare Rights booklets for the mothers on Bedford Street. Will be meeting Thursday. I took twelve.

Thank You.

Gretchen Holden

CAFEO

COMMUNITY ACTION FOR ECONOMIC OPPORTUNITY, inc.

272 North Broad Street, Elizabeth, New Jersey 07208
Telephone 289-1200

PRESIDENT, BOARD OF TRUSTEES
ROBERT E. GOLDSBY

EXECUTIVE DIRECTOR
THOMAS E. HIGHSMITH, JR.

DEPUTY DIRECTOR
HENRY M. WOOD

November 3, 1967

Mrs. Shirley Lacey
Welfare Rights Project
112 South Orange Avenue
Newark, New Jersey

Dear Mrs. Lacey:

This is a request for 25 copies of "Welfare Rights" and if possible a state manual. I am supervisor of the Neighborhood Organizers of CAFEO, Elizabeth's Anti-poverty Agency. We are presently grooming one of our organizer as a Welfare specialist and we need this information to assist us in our referrals.

Mr. Robert Curvin and Mr. Bill Tatum, my consultant at Rutgers, suggested writing to you. Thanking you in advance.

Sincerely yours,

Mrs Mattie Smith

Mrs. Mattie Smith
NEIGHBORHOOD ORGANIZER
SUPERVISOR

MS:cv

November 5, 1967
Ruth Lawson
80 Keen Street
Paterson, N. J.

Dear Sir:

I was referred to this address for three Welfare booklets. The reason I'm writing is that I can't get no satisfaction from my case worker. My Landlord raised my rent twice and for three months I've been paying it out of my check. Please send me three booklets for me and for two of my friends who have been having trouble too.

Yours truly,
Ruth Lawson
Mrs. Ruth Lawson

COLUMBUS CHAPTER

CONGRESS OF RACIAL EQUALITY

927 Mt. Vernon Avenue
Columbus, Ohio 43203
(614) 253-4433

NOV 6 1967

Mr. Ronnie Moore
Program Director
Scholarship, Education and
Defense Fund for Racial Equality
150 Nassau Street
New York, N.Y. 10038

Dear Ronnie:

Would you please send one hundred (100) copies of the "Political Strength Booklet" to:

Mr. Robert Long
Comptroller
Columbus Chapter
Congress of Racial Equality
927 Mt. Vernon Avenue
Columbus, Ohio 43203

Sincerely,

Edmond Boston

Edmond Boston
Chairman

COLUMBUS C.O.R.E.

EDB:mrw

sent 11/7/67

UNION COUNTY LEGAL SERVICES CORPORATION
1034 EAST JERSEY STREET
ELIZABETH, NEW JERSEY 07201
TELEPHONE: 354-4340
AREA CODE 201

ARTHUR W. BRINKMANN
EXECUTIVE DIRECTOR

November 8, 1967

Scholarship, Education and Defense Fund
for Racial Equality
112 South Orange Avenue
Newark, New Jersey

Gentlemen:

Will you please send me 10 copies of Your Welfare Rights.

Thank you for your cooperation.

Yours truly,

UNION COUNTY LEGAL SERVICES CORP.

John J. Waters

John J. Waters
Chief Investigator

Mailed
already

Multi-Lingual Center

AN ANTI-POVERTY PROGRAM
FOR THE FOREIGN-SPEAKING

MLC

33 Smith Street
~~237 MARKET STREET~~
PATERSON, N. J. 07505
279-1859
279-0816

Sent 11-15-67

November 9, 1967

Scholarship, Education and Defense Fund
for Racial Equality
112 South Orange Avenue
Newark, New Jersey

Re: Booklet - "Your Welfare Rights"

Gentlemen:-

Will you please forward 15 copies of the booklet, "Your Welfare Rights."

Very truly yours,

Mrs. Christine van Landuyt
Directress

/ls

Newark Welfare Rights Project
112 South Orange Avenue
Newark, New Jersey
November 10, 1967

Mattie Smith, Neighborhood Organizer Supervisor
Community Action for Economic Opportunity, Inc.
272 North Broad Street
Elizabeth, New Jersey

Dear Mrs. Smith:

In accordance with your request, I am sending under separate cover 25 copies of our booklet. The state manual that you asked for can only be obtained through the State Department of Welfare. I would suggest that you have your Legal Services Corporation write to Irving J. Engelman, Director. A complete set of manuals should be requested including the latest revisions.

I am very happy to know that you are developing a staff person in the field of public welfare. I trust that your orientation will place heavy emphasis on the rights and entitlements of recipients as opposed to merely using diplomacy with the county welfare board.

Sincerely yours,

Shirley Lacy
Director, Welfare Program

ea

O. C. E. A. N., Inc.

PERRY L. SMITH
Director
EUNICE GRANT
Assistant Director

Berkeley - Dover Multi-purpose Center
3rd. Avenue Toms River, N. J. 08753
Telephone: Area Code 201 244-5692

Sent 11/28/67

November 16, 1967

Scholarship, Education & Defense Fund
for Racial Equality
112 South Orange Avenue
Newark, New Jersey

Dear Sir:

Kindly emit to me thirty copies of your booklet entitled, "Your Welfare Rights."

This office would like to hear from you as soon as possible.

Cordially yours,

Perry L. Smith

Mr. Perry L. Smith
Director

PLS:smm

RECEIVED

NOV 22 1967

SEDF

INSTITUTE FOR RESEARCH ON POVERTY
THE UNIVERSITY OF WISCONSIN

SOCIAL SCIENCE BUILDING
1180 OBSERVATORY DRIVE
MADISON, WISCONSIN 53706

NOV 22 1967

November 16, 1967

SEDFRE
150 Nassau Street
New York, New York 10038

Dear Sir:

Please send me Frank Riessman, A Comparison of Two Social Action Approaches: Saul Alinsky and the New Student Left, mimeo. As th material is vital for my research, please send it to me in Newton, Massachusetts as I will be working there the week of November 20th. If there is any charge, please send a bill and the amount will be remitted immediately. Thank you.

-sent 11/22/67
aD

The Newton, Massachusetts address is:

c/o James H. Barron
64 Beethoven Avenue
Newton, Massachusetts 02168

Sincerely,

James H Barron

James H. Barron

TO BE PICKED UP.

REPLY TO DISTRICT OFFICE:
STATE OF NEW JERSEY
BUREAU OF CHILDREN'S SERVICES
ROOM 412, NEWARK CENTER BUILDING
1100 RAYMOND BOULEVARD
NEWARK, NEW JERSEY 07102

State of New Jersey
DEPARTMENT OF INSTITUTIONS AND AGENCIES
BUREAU OF CHILDREN'S SERVICES
G. THOMAS RITI, CHIEF
163 WEST HANOVER STREET
TRENTON, NEW JERSEY 08625

November 21, 1967

Re: "Your Welfare Rights"

Dear Sirs:

Having recently read your handbook entitled "Your Welfare Rights", it is felt that this book can prove to be a valuable asset in our work, a majority of which deals with families receiving ECWB assistance.

Unfortunately, we have a dirth of copies in our office, and would greatly appreciate any copies which you can provide.

The copies can be sent care of me at the 1100 Raymond Blvd address, or I shall be glad to pick them up, if notified. My number is 648-2298.

BOARD OF EDUCATION
NEWARK, NEW JERSEY 07102
Bragaw Avenue SCHOOL

Scholarship, Education and Defense Fund
for Racial Equality
112 South Orange Avenue
Newark, New Jersey

Gentlemen:

Please send me four (4) copies of your New Jersey Residents Handbook of Information, "Your Welfare Rights". Thank-you.

Very truly yours,
(Mrs. B.) Doris L. Freedman
Vice Principal

Sent
11/24/67

SOUTHWEST CITIZENS ORGANIZATION FOR POVERTY ELIMINATION, INC.
Official Community Action Agency for Cumberland, Salem and Gloucester Counties, New Jersey

SCOPE

CHARLES E. THOMAS
President
[redacted]

JOSEPH T. WILKINS
Executive Director

MAIN OFFICES
P.O. Box 517
Millville Airport
Millville, N. J.
(609) 825-8400

OPPORTUNITY CENTERS

Bridgeton
34 Washington St.
Tel: 451-2300

Vineland
620 Wood St.
Tel: 692-2710

Millville
Municipal Airport
Tel: 825-2663

Salem
52 Market St.
Tel: 935-5122

Glassboro
300 University Blvd.
Tel: 881-1550

Woodbury
301 South Broad St.
Tel: 845-0800

November 30, 1967

(Mrs.) Shirley Lary
112 S. Orange Avenue
Newark, New Jersey'

Dear Mrs. Lary;

I am writing to request twenty-five copies of the booklet "Your Welfare Rights"; N.J. residents handbook of information. If this booklet is available for distribution would you please forward them to:

Mr. Al Federici, Migrant Coordinator
SCOPE
40 Municipal Airport
Millville, New Jersey 08332

May I thank you before-hand for any assistance you might be able to give me in obtaining this booklet.

Sincerely yours,

Al Federici

Al Federici
Migrant Coordinator

AF:mck

Dec.4,I967

323 East 8th Street APT 1B
New York 10009
N.Y.

Mrs.Lacey
112 South Orange Ave.
Newark, New Jersey

Dear Mrs. Lacey,

I am a Vista Volunteer, working on the Lower East Side. I have read The New Jersey Residents Handbook of Information YOUR WELFARE RIGHTS, and think it is excellent. I would appreciate 3 copies of the handbook to show to interested community and Welfare Rights groups and social workers in this area. Than you very much.

Sincerely,

Carol Olwell

Carol OIwell

Sent out
2-21-68

Belmont-Runyon School
68 W. Runyon St.
and Belmont Avenue
Newark, N.J., 07108

Dear Sirs:

As a school social worker, I find that lack of school achievement is frequently due to poor home conditions which are caused by inadequate public welfare assistance. I am interested in putting your publication, "Your Welfare Rights" in the hands of some of these people.

Could you please send me about two dozen copies of the welfare booklet, to the above address? I will be happy to pay mailing costs, if you will bill me.

Sincerely yours,
(Mrs.) Dorothy Van Dyke,
Social Worker
Belmont-Runyon School

Sent
12/5/67

RECEIVED

DEC 4 1967

SEDF

Dear Sirs:

We are involved in community organization in a poor area in Des Moines, Iowa. We are interested in comments and criticisms of various schools of community organizing and understand that you may have copies of this article: "A Comparison of Two Social Action Approaches: Saul Alinsky and the New Left". Please send a few copies if available; we will pay any costs.

Thank you for your attention

Sincerely,

Jeanne Cook

staff member

Southeast Side Project, Inc.

512 SE 5th

Des Moines, Iowa 50309

Sent 12/11/67

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE OF ECONOMIC
OPPORTUNITY

SOUTHEAST REGIONAL OFFICE
ATLANTA, GEORGIA 30303

DEC 7 1967

Dear Sirs:

Please send me material available on housing, civil rights legislation, community organizing etc -

Thanks

Dot Routh
VISTA Regional Office
730 Peachtree St NE
Atlanta, Ga 30308

sent 12/8/67

12/18/67

60 Broome street Apt 7G
Newark NJ
07103

Scholarship, Education
Defense Fund

Son Robin Dwight Nathan
West Kennedy J.H.

Sir I Would like
Eny thing that you have
my Son is 12. and he is
Trying Very hard
to be a AUTO MACH + ARTIST
We live on a part time
Suport. my husband work
Part With Trucks. how
much he makes I dont
Know. but at this time
We canot Count on his
alone

Sent 12/19/67

Mrs Clarence Nathan

JERSEY CITY
CAN DO ✓
Community and Neighborhood Development Organization
391 JACKSON AVENUE JERSEY CITY, N.J. 07305
Office of Director
Telephone 433-1707

RECEIVED
DEC 26 196
SEDF

December 21, 1967

S E D F R E
150 Nassau Street
New York, New York 10038

Gentlemen:

Would please send us a copy of your "A Comparision of Two Social Action Approaches: Saul Alinsky and the New Student Left, by Frank Riessman."

did not have

Also please place us on your mailing list for additional publications , reports, or newsletters. If there is any charge please let us know.

sent other matl's 12/26/ [illegible]

Thank you for your consideration.

Yours truly,

Michael Abeloff

Michael Abeloff
Research and Evaluation

MA:mj

CAN-DO

COPY

December 26, 1967

Mr. Michael Abeloff
Research and Evaluation
Community and Neighborhood Development Organization
391 Jackson Avenue
Jersey City, New Jersey 07305

Dear Sir:

In reply to your request for a copy of, A Comparison of Two Social Action Approaches: Saul Alinsky and the New Student Left by Dr. Frank Riessman, we regret that we are presently completely out of supply on this paper. We suggest that you write to Dr. Riessman's office at, New Careers Training Laboratory, 184 Fifth Avenue, New York, New York 10010, for a copy of this article.

At the present time we are unable to maintain a mailing list due to lack of personnel and an expanding program of activities. Also, although we intend to publish a good many materials development articles in the future on our own, at this time we use many publications from other organizations.

We are mailing you a few bulletins, enclosed, and thank you for your interest.

Very truly yours,

Ronnie M. Moore
Director, Leadership Development

RMM:at
Encs.

COPY

December 28, 1967

Mr. Don McKelvey
Radical Education Project
Box 625
Ann Arbor, Michigan 48108

Dear Sir:

We are enclosing requests we received for the publication, "Where It's At", since we understand you have a supply of this article.

Would you kindly answer these requests, as well as send us several copies of same. Thank you.

Very truly yours,

Ronnie M. Moore
Director, Leadership Development

RMM:at
Enc.

January 2, 1968

Scholarship, Education and Defense Fund
For Racial Equality
112 South Orange Avenue
Newark, New Jersey

Dear Sir:

Would you kindly send me any information you may have? The address is below.

Miss Joyce Scott
74 Barclay Street Apt. B-3
Newark, New Jersey

Thanking you very much.

Yours truly,
Miss Joyce Scott

JDS

Send Copy of manual
Goals
Membership
Consumer Buying Club order form
Sent 1/3/68

Radical Education Project

~~510 EAST WILLIAM STREET~~ • ANN ARBOR, MICHIGAN 48108 • 313 761-1320
Box 625

An independent education, research and publication program, initiated by Students for a Democratic Society, devoted to the cause of democratic radicalism and aspiring to the creation of a new left in America.

Jan. 4. 1968

Ronnie M. Moore
SEDF
150 Nassau St.
New York, NY 10038

Dear Sir:

We have received your letter of Dec. 28, 1967 and have answered the requests for copies of "Where It's At" that you forwarded.

I am returning one request which you forwarded since, if you read it through, you will notice that it is a request for your own publication "Public Relations".

I have also sent off a copy of "Where It's At" under separate cover which you should be receiving soon.

If there's anything more we can do be help in this matter just let us know.

Best wishes.

Draft
not for publication
request comments Pete.

Peace & freedom,

Stuart Dowty
Stuart Dowty
for the REP staff

REPLY TO:
STATE OF NEW JERSEY
BUREAU OF CHILDREN'S SERVICES
139 MAIN STREET
ORANGE, NEW JERSEY 07050

State of New Jersey
DEPARTMENT OF INSTITUTIONS AND AGENCIES
BUREAU OF CHILDREN'S SERVICES
G. THOMAS RITI, CHIEF
163 WEST HANOVER STREET
TRENTON, NEW JERSEY 08625

January 8, 1968

Scholarship, Education & Defense Fund
for Racial Equality
112 South Orange Avenue
Newark, New Jersey

Dear Sir:

We are writing in reference to your pamphlet entitled "Your Welfare Rights: New Jersey Residents Handbook of Information." Finding this brochure informative, we are requesting that you send us fifty(50) copies of the same, which may be used by members of the staff for information and distribution purposes.

Thank you for your attention to this matter.

Very truly yours,

Jean R. Morrow

(Miss) Jean R. Morrow, ACSW
Supervisor
Orange District

JRM:LSS

sent out
1/9/68

department of social justice

national council of the churches of christ in the u.s.a.

475 riverside drive, new york, n. y. 10027 telephone: 870-2437

arthur s. flemming, president r. h. edwin espy, general secretary

rev. john f. fisler
director for information
and interpretation

January 8, 1968

RECEIVED

JAN 9 1968

SEDF

Mr. Marvin Rich
Scholarship, Education and Defense
Fund for Racial Equality
150 Nassau Street
New York, New York 10038

Dear Mr. Rich:

Would it be possible to obtain 15 copies of "Evaluation of Police-Community Relations Laboratory Workshop" which was held September 22-24, 1967, for use by our staff.

Thank you.

Sincerely,

Gloria L. Mullings

(Mrs.) Gloria L. Mullings
Secretary to Rev. John F. Fisler

dr. david ramage, jr., chairman • rev. elizabeth miller, vice chairman
a unit of the division of christian life and mission

ATLANTIC HUMAN RESOURCES, Inc.
427 ATLANTIC AVENUE
Atlantic City, New Jersey 08401
•
PHONE 348-4131
Area Code 609

January 9, 1968

Scholarship, Education and Defense
Fund for Racial Equality
112 South Orange Avenue
Newark, New Jersey

Gentlemen:

Will you please send 25 copies of your booklet Your Welfare Rights to:

Mrs. Evelyn Hopson
Social Service Coordinator
Atlantic Human Resources, Inc.
427 Atlantic Avenue
Atlantic City, New Jersey 08401

Thank you.

Sincerely,

Evelyn Hopson
(Mrs.) Evelyn Hopson
Social Service Coordinator

25 copies
sent 1/11

EH:gbl

Community Action Agency for Atlantic and Cape May Counties

OFFICE OF THE
EXECUTIVE DIRECTOR

Telephone: 244-5333
Area Code 201

O.C.E.A.N., Inc.
Ocean Community Economic Action Now, Inc.
Established under the Economic Opportunity Act of 1964—U. S. Congress
38 MAIN STREET
TOMS RIVER, NEW JERSEY 08753

January 10, 1968

Scholarship, Education & Defense Fund
for Racial Equality
112 South Orange Avenue
Newark, New Jersey

Dear Sirs:

Would you please send me twenty-five copies (25) of "Your Welfare Rights New Jersey Residents Handbook of Information".

Very truly yours,

Mrs. Betty Jane Corlis
Betty Jane Corlis
Social Services Aide

BJC/lb

Sent out
1/12/68

January 10, 1968

Mrs. Gloria L. Mullings
Department of Social Justice
National Council of the Churches of Christ
475 Riverside Drive
New York, N.Y. 10027

Dear Mrs. Mullings:

As indicated in your letter of January 8th, enclosed please find 15 copies of the evaluation done on the Police-Community Relations workshop.

Sincerely yours,

Mrs. Jacqueline Turner
Executive Secretary

Enclosures as stated

cc: Ronnie Moore

BOSTON, MA
PM
1968

ANDREW JACKSON
1c U.S. POSTAGE

4c U.S. POSTAGE

THIS SIDE OF CARD IS FOR ADDRESS

SEDREF
150 Nassaw St.
New York, NY. 10038

WILLIAMSON, W.VA.
JAN 2
PM
1968

ANDREW JACKSON
1c U.S. POSTAGE

4c U.S. POSTAGE

THIS SIDE OF CARD IS FOR ADDRESS

Scholarship, Education, & Defense
Fund for Racial Equality
150 Nassau St.
New York, N.Y.
10038

Dear Sir:

Please send me a copy of Frank Riessman's paper, 'A comparison of Two Social Action Approaches.'

Thank you,

Ann Schunior

Ann Schunior
Commonwealth Service Corps
120 Boyleston St., rm 600
Boston, Mass. 02116

RECEIVED
JAN 30 1968
SEDF

Sent 1/29/68

Jan. 21, 1968

Would you please send the pamphlet "Political Strength --- How to Get It" and any other material you might have that would be useful to those organizing and educating insurgent local political groups Thank you.

P.S. also send copies of your guide on public relations with the local press & the Frank Riessman paper on social action approaches

Bill Schechter
Box 282
Delbarton, W.Va.
25670

Sent 2/6/68

HAMILTON MADISON HOUSE DAY CENTER
FOR OLDER PERSONS
50 MADISON STREET · NEW YORK, N. Y. 10038 · REctor 2-3655
CHINESE GOLDEN AGE CLUB 會英耆 ***OLDER ADULTS***

RECEIVED

JAN [illegible] 1968

SEDF

1/26/68

JAN 29 1968

Gentlemen:

Enclosed please find $.50 to pay for the pamphlet "Where It's At."

Yours truly,

Anne Gasner

GROUP ACTIVITIES · · LUNCH · · COUNSELING
OPERATED BY THE DEPT. OF WELFARE OF THE CITY OF NEW YORK IN COOPERATION WITH HAMILTON MADISON HOUSE

HAMILTON MADISON HOUSE DAY CENTER
FOR OLDER PERSONS
50 MADISON STREET · NEW YORK, N. Y. 10038 · REctor 2-3655
CHINESE GOLDEN AGE CLUB 會英耆 ***OLDER ADULTS***

1/22/68

Scholarship Education and Defense Fund for
Racial Equality
150 Nassau Street
New York, N.Y. 10035

RECEIVED

JAN 24 1968

SEDF

Gentlemen:

Kindly send us a copy of "Where It's At." Thank you.

Yours truly,

Anne Gasner, director

mailed 1/24/68

GROUP ACTIVITIES · · LUNCH · · COUNSELING
OPERATED BY THE DEPT. OF WELFARE OF THE CITY OF NEW YORK IN COOPERATION WITH HAMILTON MADISON HOUSE

SOUTHWEST CITIZENS ORGANIZATION FOR POVERTY ELIMINATION, INC.
Official Community Action Agency for Cumberland, Salem and Gloucester Counties, New Jersey

SCOPE

Charles E. Thomas
~~ROBERT W. SHAFFER~~
President

JOSEPH T. WILKINS
Executive Director

MAIN OFFICES
Millville Airport
Millville, N. J.
(609) 825-8400

OPPORTUNITY CENTERS

Bridgeton
34 Washington St.
Tel: 451-2300

Vineland
620 Wood St.
Tel: 692-2710

Millville
Municipal Airport
Tel: 825-2663

Salem
52 Market St.
Tel: 935-5122

Glassboro
300 University Blvd.
Tel: 881-1550

Woodbury
301 South Broad St.
Tel: 845-0800

January 31, 1968

Scholarship, Education and Defense Fund
for Racial Equality
112 South Orange Avenue
Newark, New Jersey

Dear Sir:

Please send us twenty copies of your most interesting pamphlet, Your Welfare Rights.

We would appreciate this material as soon as it is possible to be shipped.

Our address is as follows:

Bridgeton Opportunity Center
SCOPE
34 Washington Street
Bridgeton, New Jersey 08302

Sincerely,

Ed Nakawatase

Ed Nakawatase
Area Coordinator

EN/nw

February 6, 1968

Mrs. Amyle H. Boykin
Executive Director
Jefferson County Committee for Economic Opportunity
2308 Fourth Avenue, North
Birmingham, Alabama

Dear Mrs. Boykin:

As we discussed, I am sending you some informational literature on SEDFRE, which should give you a pretty good idea of the work we do.

Please do not hesitate to write, if there is any question about our program you would care to know more about.

Sincerely,

Ronnie M. Moore
Director, Leadership Development

RMM:at
Encs.

401 North Estabrooke Hall, Box 47
University of Maine
Orono, Maine 04473
February 6, 1968

Scholarships, Education, and Defense
Fund for Racial Equality, Inc.
150 Nassau Street - Room 1030
New York, New York 10038

Dear Sirs:

Would you please send me a copy of the booklet entitled "Where It's At." I am enclosing $1.00; I belive the price is 50 cents, but it may have gone up. Please send the booklet to the above address; you may return the balance of the $1.00 along with the booklet. Thank you very much.

Sincerely,
David Merrill

Chgd. 60¢ - booklet
postage - ret.
40¢
2/13/68
/as

AFSC
50
AMERICAN FRIENDS
SERVICE COMMITTEE
FIFTIETH ANNIVERSARY

AMERICAN FRIENDS SERVICE COMMITTEE INC.
160 North Fifteenth Street, Philadelphia, Pa. 19102 Phone 215-563-9372

GILBERT F. WHITE
Chairman
HENRY J. CADBURY
Honorary Chairman
COLIN W. BELL
Executive Secretary

February 8, 1968

Henry G. Smith, Jr.
Staff Associate
Training Department
Scholarship, Education and
Defense Fund for Racial Equality, Inc.
150 Nassau Street
New York, New York 10038

Dear Mr. Smith:

Jim Harvey has shared with me the copy of "Where It's At - A Research Guide for Community Organizing" which you sent to him a couple of days ago. I'm very impressed with this publication and feel it is a most useful document.

I'd like to find out where the best place would be to obtain a supply for distributing to some of our field staff and other contacts in various parts of the country. Can your office supply these? Is there a charge, and if so how much?

I will look forward to hearing from you at your earliest convenience.

Very sincerely,

Thelma Segal

Thelma Segal
Assistant
National Housing Program

TS:rk

SEDFRE INTER-OFFICE MEMORANDUM

To: Ronnie Moore, Marvin Rich February 9, 1968

From: Hank Smith

Subject: Meeting with Norman Hill, Associate Director, A. Philip Randolph Educational Fund, 217 West 125th St., NYC 10027 on February 9

At the request of Ronnie Moore I met with Norm Hill to discuss:

1. Southern Conference on February 23 jointly sponsored by A. Philip Randolph Educational Fund and Southern Regional Council at the Hotel Biltmore in Atlanta, Ga..

Norm felt that SEDFRE would be tremendously helpful if we would forward to Jim Wood, of the SRC, Atlanta, names of all activists throughout the South who may benefit from a weekend conference held for the purpose of dealing with the following subjects:

a. Public Leadership
b. Citizen Participation
c. Economic Development
d. Poverty

It is important, due to the shortness of time, that names be sent as rapidly as possible. Norm expressed the desire to have Nils Douglas and Ronnie Moore present for the entire workshop and felt that both persons would be very helpful to this program by lending themselves as resource and discussion leaders. The workshop will run from Friday, February 23, at 8 p.m., through Sunday noon, February 25. There will be presentations to the full group in each of the four above-mentioned categories, and then participants will break up into workshops of approximately 30-35 persons.

2. Norm expressed a desire to run joint workshops with SEDFRE. However, he felt that this should be discussed fully as soon as possible so that plans might be firmed up.

3. The questions was raised, whether or not Bayard Rustin and/or Norman Hill might participate in the month-long course SEDFRE plans to have entitled, "New York Leadership Development Course", dealing the topics, Human Relations and New York City Politics.

Norm said he would be more than happy to participate and would give SEDFRE all available time. However, his feelings were that Bayard Rustin would be tremendously interested, but has an extremely heavy schedule. If we want to use Bayards services, we should contact him immediately.

HGS:AT
cc: N. Hill

February 15, 1968

Mrs. Thelma Segal
Assistant, National Housing Program
American Friends Service Committee Inc.
160 North Fifteenth Street
Philadelphia, Pennsylvania 19102

Dear Mrs. Segal:

We are glad you share our opinion of the manual, "Where It's At - A Research Guide for Community Organizing". We felt it so worthwhile we have undertaken to share in its distribution.

Accordingly, we can supply you with these brochures. The charge is 50¢ each plus postage.

As soon as we receive your order, it shall have our prompt attention.

With a compulsive need to serve,

Henry G. Smith, Jr., Staff Associate
Leadership Development Department

HGS:at

CENTER FOR URBAN EDUCATION

February 16, 1968

Scholarships, Education and Defense
Fund for Racial Equality Inc.
150 Nassau Street
New York, New York 10038,

Dear Sir:

I should like to secure a copy of *Where Its At: a Research Guide for Community Organization*. If there is a charge for the book or mailing, please bill me at the Center for Urban Education address.

Thank you.

Sincerely,

Susana Landfield

billed 62¢ – + mailed
2/20/68

CENTER FOR URBAN EDUCATION 33 WEST 42 STREET, NEW YORK CITY 10036 212-244-0300

THE STATE HISTORICAL
SOCIETY OF WISCONSIN
816 STATE STREET / MADISON, WISCONSIN 53706

February 19, 1968

A COMPARISON OF TWO SOCIAL ACTION APPROACHES
SEDFRE
150 Nassau St.
New York, New York 10038

RECEIVED

FEB 21 1968

Gentlemen:

The State Historical Society of Wisconsin would be grateful to have for its historical collections a copy of the material listed below.

A COMPARISON OF TWO SOCIAL ACTION APPROACHES: SAUL ALINSKY AND THE NEW STUDENT LEFT

If there is a charge for this material, or if it is available only on subscription, please indicate the cost below.

_____We would be pleased to be placed on your mailing list for future issues.

_____Please send a sample copy if available.

Sincerely yours,

ACQUISITIONS SECTION

Sent 2/28/68

3/67

SCHOLARSHIP,
EDUCATION AND
DEFENSE =
FUND FOR
RACIAL EQUALITY inc.
150 NASSAU STREET
NEW YORK, N.Y. 10038
TELEPHONE 964-8210

February 20, 1968

Acquisitions Section
The State Historical Society of Wisconsin
816 State Street
Madison, Wisconsin 53706

Gentlemen:

As requested in your letters of February 15th and 16th respectively, enclosed please find a copy of our pamphlet POLITICAL STRENGTH - HOW TO GET IT and also a draft copy, not yet ready for publication of MONEY RAISING AND PUBLICITY. When the final copy of the latter publication is prepared it will be forwarded to you. There are no charges for receipts of our publications, and should there be a charge, the cost would be nominal e.g. $.50 for costs only. I am taking the liberty of enclosing such a publication WHERE ITS AT for which there is a charge of $.50. ~~I am also~~ enclosing a copy of YOUR WELFARE RIGHTS (no cost) which you may not have received.

Rec'd 3/21/68

You have been placed on our mailing list and will be forwarded future publications.

Sincerely,

Jacqueline Turner (Mrs.)
Executive Secretary

Enclosures as stated

Contributions are deductible for income tax purposes

■ *president;* Andrew E. Norman ■ *vice presidents;* William S. Ellis, Nannette Sachs ■ *secretary;* Ezra Levin ■ *treasurer;* Shelley Appleton ■ *executive director;* Marvin Rich ■ *leadership development director;* Ronnie M. Moore ■ *legal director;* Carl Rachlin ■ *BOARD OF DIRECTORS;* Nils R. Douglas, *chairman* ■ Robert Ausnit ■ James Baldwin ■ Katrina McCormick Barnes ■ Canon James P. Breeden ■ Robert Curvin ■ Charlotte Devree ■ Robert F. Drinan, S. J. ■ John Henry Faulk ■ Michael O. Finkelstein ■ Doris Freedman ■ Dr. Edward L. Gibson ■ James T. Harris ■ Claude Heckscher ■ Norman Hill ■ Clarence B. Jones ■ Dr. Archie Lacey ■ Joann List Levinson ■ Leon Modeste ■ Henry Morgenthau, III ■ Dr. William Stuart Nelson ■ Richard J. Schwartz ■ Elaine Slater ■ Norman Thomas ■ Rowland Watts ■ Pearl L. Willen

490

Renee –
send 3 copies

February 26, 1968

Scholarship, Education + Defense Fund
for Racial Equality
112 South Orange Avenue
Newark, New Jersey

Dear Sirs:

Your publication for public assistance clients which itemizes their Rights has just been brought to my attention. As I am interested in working on a similar type of document for our clients, I am wondering if 2 or 3 copies of your publication could be sent to me? I was very impressed by your booklet and am in hopes we can do as well for our clients.

Sincerely,

Verna Rowerdink
11611 Morang
Detroit, Michigan 48224

NASW

Metropolitan Detroit Chapter
NATIONAL ASSOCIATION OF SOCIAL WORKERS
163 Madison Avenue • Detroit, Michigan 48226 • WOodward 1-6559

File

February 27, 1968

Scholarship Education & Defense Fund
  for Racial Equality
112 South Orange St.
Newark, New Jersey

Gentlemen:

The Social Policy and Action Commission of the Detroit Chapter of the National Association of Social Workers has recently become involved in the area of client welfare rights. Having reviewed your handbook, we are interested in the kinds of problems your group may have encountered in the writing, distribution and implementation of this booklet as we are about to embark on a similar endeavor.

Knowing the kinds of problems you may have encountered would hopefully help us in implementing this material in our State. Please forward any material to me at Wayne State University School of Social Work, Detroit, Michigan 48202.

Yours sincerely,

Ronald R. Dixon

Ronald R. Dixon
Social Policy & Action
Coordinator

RRD/ds

RUTGERS · THE STATE UNIVERSITY

DOUGLASS COLLEGE
NEW BRUNSWICK, NEW JERSEY 08903

1918 1968
50
DOUGLASS

March 6, 1968 X

Sent out
3-12-68

Miss Shirley Lacey
Newark Welfare Rights Project
112 South Orange Avenue
Newark, N. J.

Dear Miss Lacey:

The Douglass College Library would like to have five copies of Your Welfare Rights, New Jersey Residents Handbook prepared by the Newark Welfare Rights Project for the use of the faculty and students. It will be a most useful addition to the library.

If there is a charge, please bill us and we will remit immediately. Thank you for your assistance.

Sincerely yours,

Virginia P. Whitney

(Mrs.) Virginia P. Whitney
Douglass College Librarian

VPW:jcm

March 11, 1968

Mr. Bobbie Brooks
1325 West 28th Street
Riviera Beach, Florida

Dear Mr. Brooks:

A friend of yours, Mr. Bill Page of Long Island, requested that we send you the enclosed booklet, and we are happy to comply.

With a compulsive need to serve,

Henry G. Smith, Jr., Staff Associate
Leadership Development Department

HGS:at
Enc.

Paid

March 11, 1968

Miss Gussye Macon
616 8th Street
West Palm Beach, Florida

Dear Miss Macon:

A friend of yours, Mr. Bill Page of Long Island, requested that we send you the enclosed booklet, and we are happy to comply.

With a compulsive need to serve,

Henry G. Smith, Jr., Staff Associate
Leadership Development Department

HGS:at
Enc.

Paid

March 11, 1968

Mr. Charles Powell
951 Gibson Street
Titusville, Florida

Dear Mr. Powell:

A friend of yours, Mr. Bill Page of Long Island, requested that we send you the enclosed booklet, and we are happy to comply.

With a compulsive need to serve,

Henry G. Smith, Jr., Staff Associate
Leadership Development Department

HGS:at
Enc.

Paid

March 11, 1968

Mr. Jimmy Perry
4581 Owens Street
Orlando, Florida

Dear Mr. Perry:

A friend of yours, Mr. Bill Page of Long Island, requested that we send you the enclosed booklet, and we are happy to comply.

With a compulsive need to serve,

Henry G. Smith, Jr., Staff Associate
Leadership Development Department

HGS:at
Enc.

Paid

RECEIV
MAR 15 1968
SEDF

140-35 Beech Avenue
Flushing, New York 11355

March 13, 1968

Scholarship, Education and Defense Fund
For Racial Equality, Inc.
150 Nassau St.
Room 1030
New York, New York 10038

Dear Sir:

I would appreciate it if you could forward to me a copy of Where It's At, A Research Guide For Community Organizing.

If there is any charge, please bill me at the above address. Thank you.

Sincerely,

Mary Ellen Warshauer
Mary Ellen Warshauer

Ready for mailing

NEW JERSEY COMMUNITY ACTION TRAINING INSTITUTE
2465 SOUTH BROAD STREET • TRENTON, NEW JERSEY 08610
MAILING ADDRESS: POST OFFICE BOX 4078

BARRY A. PASSETT, DIRECTOR
TELEPHONE: 609-888-4200

March 13, 1968

RECEIVED
MAR 14 1968
SEDF

Scholarship, Education & Defense Fund
for Racial Equality, Inc.'
164 Madison Avenue
New York, New York

Gentlemen:

Please send the training materials shown below as soon as possible. Any charges should be billed to the above address. Your prompt attention would be greatly appreciated.

Eleanor Wood
Eleanor Wood
Research Department

40 copies of the following:

"Where It's At" at .50¢ per copy

$20.00 total

50
.10
5.

25.00

R. Joan Guilmartin, A.C.S.W. *Counseling & Consultation*

10 Nassau Street, Princeton, New Jersey 08540
Phone (609) 924-2672

March 14, 1968

Scholarship, Education and Defense Fund
for Racial Equality
112 South Orange Avenue
Newark, New Jersey

Gentlemen:

Please send one dozen copies of the book entitled YOUR WELFARE RIGHTS.

Very truly yours,

R. Joan Guilmartin/atm

(Mrs.) R. Joan Guilmartin, M.S., A.C.S.W.

RJG:atm

Sent out
3/15/68

March 14, 1968

New Jersey Community Action Training Institute
2465 South Broad Street
Trenton, New Jersey 08610

40 Copies of "Where It's At" at .50 per copy	- - -	$20.00
10 Copies of "Where It's At" at .50 per copy (mailed February '68)	- -	5.00
Postage (for the 10 copies mailed)	- - -	2.40
TOTAL AMOUNT DUE		$27.40

Pd. march/per. L. Bell

64 Valley Road
Princeton, New Jersey 08540
March 21,1968

Sent 3/29/68

Mr. Nils Douglas
Scholarship, Education and
Defense Fund for Racial Equality
112 South Orange Avenue
Newark, New Jersey

Dear Mr. Douglas:

I should like to congratulate you on the booklet "Your Welfare Rights". Its explanation of the welfare system is succinct; its emphasis on the personal rights of the recipient, excellent.

I should like to use it for two groups which I am attempting to educate; the Welfare Committee of the Princeton Council of Community Services, and the Social Concerns Committee of the Princeton Unitarian Church. Both groups are concerned about the Welfare question, but lack any basic knowledge. I have intimate knowledge based on years of struggle with Public Welfare agencies in support of my patients when I was a Medical Social Worker. I am happy that so many organizations are now joining in this struggle - and more effectively, I may say! In order to make the drastic changes required, though, I believe more people should have a real understanding of the present system, what it is in theory, the discrepancy in its practice and what it does to people.

I should like to ask for a number of copies of the booklet but realize your supply may be short. Could I ask for as many as ten?

Best wishes to you and your committee.

Sincerely yours,

Grace Stevenson

(Mrs.)Grace Stevenson

SCAP
HELP US TO HELP YOUR SELF

SOMERSET COMMUNITY ACTION PROGRAM
Borough Hall—Hamilton Street
Bound Brook, N. J. 08805
201 469-0320

RECEIVED
MAR 21 1968
SEDF

March 21, 1968

Scholorship, Education & Defense Fund
for Racial Equality, Inc.
164 Madison Ave.
New York, New York

TO WHOM IT MAY CONCERN:

Please send us five (5) copies of the research guide for Community Organizing, entitled "Where it's At".

Please bill us at the above address.

Thank you,

Joseph Patterson

Joseph Patterson,
Executive Director

JP/bm

wrapped 3/22/68
[illegible] -24¢ pp

INVOICE

TO: Somerset Community Action Program
Borough Hall - Hamilton Street
Bound Brook, New Jersey 08805

March 27, 1968

Five (5) ly	Copies "Where It's At" @ 50¢/copy	$2.50
	parcel post	.24
	Total -	$2.74

Rec'd ck #826
4/15/68

JERSEY CITY

CAN DO ✓

Community and Neighborhood Development Organization
391 JACKSON AVENUE JERSEY CITY, N.J. 07305
Telephone 433-1707

Office of Director

March 28, 1968

Scholarship
Education and Defense Fund For Racial Equality
112 South Orange Avenue
Newark, New Jersey

Dear Sir,

Please send twenty (20) copies of your booklet "Your Welfare Rights" and a similar number of booklets in areas relating to education.

If there are charges, please indicate the same.

Very truly yours,

Geneva R. Lockerman

(Mrs.) Geneva R. Lockerman
Education Specialist

GRL:bc

CAN-DO

March 29, 1968

Newark Welfare Rights Project
112 South Orange Avenue
Newark, New Jersey

Gentlemen:

The Purchasing Department would like to place an order for the booklet of "Your Welfare Rights".

In order for us to send you a purchase order for the above booklet, we must have a price.

Your prompt reply will be greatly appreciated.

Yours sincerely,

Donald D. Persons

10 copies

Sent out
4-1-68

Sent out
3-29-68

5¢
U.S. POSTAGE

Welfare Rights Project
112 South Orange ave
Newark, New Jersey

INVOICE

To: Miss Mary Ellen Warshauer
140-35 Beech Avenue
Flushing, New York 11355

April 10, 1968

One Copy	WHERE IT'S AT - A Research Guide for Community Organizing	$.50¢
	Postage	.20¢
		$.70¢

Rec'd ck. #175
4/17/68

[March 29, 1968]

after reading your handbook and finding it excellent could you please forward to us (7 additional copies so as we can review it as our group to see if such a booklet can be written for Michigan.

Thankyou

Miss Constance Frederickson
Wayne State University - School of Social Work
Detroit, Michigan 48202

M. C. E. O. C.
INC.

MORRIS COUNTY ECONOMIC OPPORTUNITY COUNCIL INC.
38 ELM STREET
MORRISTOWN, NEW JERSEY 07960
TELEPHONE: AREA CODE (201) 267-8866 – 67

EXECUTIVE DIRECTOR
JAMES VARNER

April 10, 1968

Scholarship, Education and Defense Fund
for Racial Equality
112 South Orange Avenue
Newark, New Jersey

Gentlemen:

We would greatly appreciate your forwarding us thirty (30) copies of "Your Welfare Rights". Please forward to my attention to the address below.

Thank you for your cooperation in the above mentioned matter.

Yours sincerely,

J. Edward Fritsch

J. Edward Fritsch
Director of Planning

Boonton Neighborhood Center
618 Main Street
Boonton, New Jersey

JEF:ab

Sent out
4-15-68

RECEIVED
APR 16 1968

4/12/68

Sir:

I would appreate verymuch Any literature you may aford me on Community Organizing, such as ways to start different Action groups in the Community. I thank you verymuch

Respectfully Yours
Clarence Briggs
810 Sutter Ave
Brooklyn 11207, NY

[illegible] of SEDFRE

Answer with description of SEDFRE and send pertinent literature

6-17-68 Mailed

Summary Report
Background info Sheet
Polit. Strength
Where it's at
[illegible] Manual
Education for action

INVOICE

To: American Friends Service Committee, Inc.
Purchasing and Shipping Department
160 N. Fifteenth Street
Philadelphia, Penna. 19102

April 17, 1968

9 Copies	WHERE IT'S AT - A Research Guide for Community Organizing	.50	$4.50

Paid - Ck. No. 11047

LOUISIANA VOTER EDUCATION PROJECT
310 Oak Street
PLAQUEMINE, LOUISIANA 70764

WILLIAM H. SAMUEL, JR.
Director

Telephone: 687-6684
Area Code 504

April 18, 1968

Mr. Ronnie Moore
Director of Leadership Development
SEFRE
164 Madison Avenue
New York, New York 10016

Dear Ronnie:

Please send me a sizeable package of the pamphlets: "Political Strength, How to Get It."

Please send me any additional printed material you may have on the subject of Leadership Development, Voter Registration and Citizenship Education.

Thank you very much, and let us hear from you now and then.

Sincerely yours,

LOUISIANA VOTER EDUCATION PROJECT

W. H. Samuel

W. H. Samuel
DIRECTOR

WHS/egj

[illegible]

Please send

R

Also send what [illegible]

**SCHOLARSHIP,
EDUCATION AND
DEFENSE
FUND FOR
RACIAL EQUALITY,** inc.
164 MADISON AVENUE
NEW YORK, N.Y. 10016
(212) 532-8216

April 23, 1968

Students for a Democratic Society
1608 W. Madison
Chicago, Illinois

Gentlemen:

We are not equipped to send out large orders for, WHERE IT'S AT - A Research Guide for Community Organizing and the National Council of the Churches of Christ in the USA, Anti-Poverty Division, 475 Riverside Drive, New York, New York has asked us to forward enclosed orders to you and bill them.

Thank you for your cooperation.

WHO SET THIS POLICY

Very truly yours,

A. Teper

A. Teper
Secretary
Leadership Development Department

encs.

WHO SAID SO? I TOLD YOU

TO FILL THE ORDERS THAT WE CAN FILL AND LEAVE THE OTHER ORDERS FOR ME TO DEAL WITH

R

Contributions are deductible for income tax purposes

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490

students for a
democratic
society

April 27, 1968

Scholarship, Education
and Defense Fund for
Racial Equality
164 Madison Ave
New York, NY.

Dear Sirs:

I recieved the enclosed orders for "Where it's at", and am sorry to inform you that SDS is no long stocking this pamphlet, and we have no immediate plans for reprinting. The only possibility I can think of is to write to REP, 109 Miller St, Ann Arbor, Mich.

I WANT TO SEE THE ORDERS YOU ENCLOSED

R

Sincerely
Jim McCarthy
Asst Nat'l Sec'y

1608 west madison, chicago, illinois 60612 312-666-3874

Sent 5/4/68

~~Bill $30 plus $45 postage~~

RECEIVED
MAY 2 1968
SEDF

46 Mary Street,
Chatham, Ontario.

Scholarship, Education & Defence
Fund for Racial Equality Inc.,
164 Madison Ave.,
New York, N.Y., 10016
U. S. A.

Dear Sir:

I am writing to request a copy of the 29 page summary of the Kuner Report (Report of the National Advisory Commission on Civil Disorders). If there is a charge, please ship C.O.D. Please rush shipment if possible.

Yours truly,

Dave Ewald

Dave Ewald.

30 copies
Sent 5/4/68
No Charge

Mrs. Andrew A. Adair
614 Secor Road
Toledo, Ohio 43607

Karen
please
reply

RECEIVED
APR 29 1968
SEDF

evaluation
where it's
at
Frogmore

Gentlemen

Please send me at least six copies (more if possible) of the pamphlet "Political Strength - How to Get It: A Guide to Effective Action in Your Community".

If possible I would also like curriculum used in your workshops on campaign skills, training new Negro leaders etc.. I am establishing a new program in the Community College and there may be a place for a course on "Use of Political Strength", incorporating much of what has been taught in your workshops.

Marion B. Adair
Instructor
Community & Technical
College
University of Toledo

URBAN LEAGUE FOR BERGEN COUNTY
AMERICAN TEAMWORK WORKS

The Urban League for Bergen County

28 North Van Brunt Street Englewood, N. J. (201) 568-4988

JOHN O. CRAWLEY
Executive Director

May 1, 1968

Sent out 5-3-68

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Affiliated with
National Urban League, Inc.

Member of
Health & Welfare Council
of Bergen County
N. J. Welfare Council

Mr. Nils Douglas, Chairman
SCHOLARSHIP, EDUCATION AND DEFENSE
FUND FOR RACIAL EQUALITY
112 South Orange Avenue
Newark, New Jersey

Dear Mr. Douglas:

We would appreciate receiving as many copies available of your booklet entitled, "Your Welfare Rights" as soon as possible.

Thanking you for your cooperation, I am,

Yours truly,

Brian A. McLaughlin

Brian McLaughlin
Housing Director

BM:cvb

May 6, 1968

Scholarship, Education
And Defense Fund
For Racial Equality, Inc.
150 Nassau Street
New York, N.Y. 10038

Attention Mr. Ronnie M. Moore, Director, Leadership Department

Dear Mr. Moore:

Please send me the following films C. O. D. as soon as possible:

"We Struggle For Ourselves"

"Free At Last"
"No One To Help Us"

"Nothing But A Man"

I want these films to show at meeting such as youth meetings and Negro Women of Concern meetings.

The films will be returned when we get through with them.

Thank you.

Sincerely yours,

Mrs. Dovie Hudson
Mrs. Dovie Hudson

meh

Sorry, films are constantly used by SEDFRE staff. etc.

WASHINGTON UNIVERSITY
ST. LOUIS, MISSOURI 63130

THE GEORGE WARREN BROWN
SCHOOL OF SOCIAL WORK

May 7, 1968

Scholarship, Education & Defense Fund
for Racial Equality

112 South Orange Avenue
Newark, New Jersey

Dear Sirs:

I have seen Your Welfare Rights booklet, a New Jersey Residents Handbook of Information. It is a very excellent piece.

A group of Welfare recipients and interested persons are beginning to work on something on Welfare Rights for St. Louis. We would like to have six copies of Your Welfare Rights. We will appreciate these as soon as possible and will reimburse you immediately if you will enclose the bill.

If you have any additional information on how you have gotten these into the hands of people and how well they have been used, etc., this would help us to work and plan.

Thank you for your attention to our request.

Sincerely,

Jill Hill
Jill Hill
Instructor in C.D.

JH/ch

Sent out
5-13-68

MONMOUTH LEGAL SERVICES ORGANIZATION

29 MAIN STREET
ASBURY PARK, N. J. 07712
TEL. 988-3626

25 BROAD STREET
FREEHOLD, N. J. 07728
TEL. 431-0004

158 BROADWAY
LONG BRANCH, N. J. 07740
TEL. 229-2300

PLEASE REPLY TO:

3 EAST FRONT STREET
RED BANK, N. J. 07701
TEL. 741-1401

Sent out
5-13-68

May 9, 1968

Scholarship, Education and Defense Fund
for Racial Equality
112 South Orange Avenue
Newark, New Jersey

Gentlemen:

After reading your handbook, YOUR WELFARE RIGHTS, we find the book quite interesting and an asset to our organization.

Kindly forward as many additional copies as you can spare. Thank you for your attention.

Very truly yours,

MONMOUTH LEGAL SERVICES ORG.

Eldridge Hawkins

Eldridge Hawkins
Assistant Director

EH:pb

BERGEN COUNTY WELFARE BOARD
ADMINISTRATIVE BUILDING - NEW ANNEX
P. O. BOX 129
CREEK PLACE, HACKENSACK, NEW JERSEY 07602

TELEPHONE: HUBBARD 7-2100

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Chairman, Public Welfare Committee

May 16, 1968

New Jersey Residents Handbook Dept.
112 South Orange Avenue
Newark, New Jersey

Att: Mrs. Kidd

Gentlemen:

We would like to have ten copies of the pamphlet entitled "Your Welfare Rights - New Jersey Residents Handbook of Information," and shall appreciate your sending them to us.

Thank you for this service.

Very truly yours,

BERGEN COUNTY WELFARE BOARD
(Mrs.) Stella Cassi - Director

Virginia Edwards
(Mrs.) Virginia Edwards
Administrative Supervisor of Casework

apw

RECEIVED

MAY 31 19

SEDF

OAKLAND STUDENT COMMITTEE ON COMMUNITY RELATIONS
Oakland University
Rochester, Michigan 48063

May 22, 1968

Dear Sir:

Our organization is attempting to bring to campus information on racism in America, on the white institutions that maintain it, on the black community that suffers under it.

We're interested in various media: pamphlets, films, periodicals, reprints, books, speakers.

Our request is for information on the availability and cost of your organization's relevant material on what happens in America--historically, currently, iddividually, institutionally. also Please put us on any mailing lists of bulletins, etc. if there is no charge.

Thank you for your assistance.

Sincerely yours,

Margaret Simons
Literature Committee

June 7, 1968

Mrs. Dovie Hudson
Route 3 - Box 248-A'
Carthage, Mississippi 39051

Dear Mrs. Hudson:

Please forgive the delay in answering your letter of May 6th, requesting the use of four of our films. This request came at a bad time as our workshop schedules are many, and the films are in constant use by the SEDFRE staff.

If at a later date you are still in need of these films, please let us know, as they may at that time be available.

Please accept our apologies for not being able to respond to the needs of your community at this time.

Sincerely,

Laree Bell, Secretary
Leadership Development Department

Mr. Mesre is out of town at this time and could not answer your letter personally.

PHILADELPHIA EMPLOYMENT
DEVELOPMENT CORPORATION

PEDC

F. BRUCE BALDWIN, JR., PH.D.
PRESIDENT

NORMAN T. RUSSELL
EXECUTIVE DIRECTOR

917 CORINTHIAN AVENUE • PHILADELPHIA, PA. 19130 • TELEPHONE: (215) CE 6-7080

RECEIVED
JUN 17 1968
SEDF

Ronnie

June 11, 1968

Scholarship, Education and
Defense Fund for Racial
Equality
164 Madison Avenue
New York, New York

Dear Sir:

We represent the Philadelphia component of the Concentrated Employment Program which is known as the Philadelphia Employment Development Corporation. This is a program, funded by the U. S. Department of Labor, whose major objective is to obtain training and/or job placement for the hardcore unemployables and underemployables.

We would like to take this opportunity to make ourselves acquainted with your agency and also to request some information that may be useful in our agency's training operation.

In our efforts to provide effective training for our staff members, we are attempting to solicit information regarding the training of subprofessional and professional employees so that they may function in supportive and administrative roles respectively. I would appreciate your forwarding any supplement materials which you may have relating to the aforementioned.

Thanking you in advance for your consideration in this matter.

Very truly yours,

Graynie D. Edwards

Graynie D. Edwards
Director of Staff Training

GDE/yfr

June 12, 1968

Mrs. Andrew A. Adair
614 Secor Road
Toledo, Ohio 43607

Deat Mrs. Adair:

Enclosed you will find materials, that may be helpful in the new program that you are establishing.

Included in the literature is an evaluation of a Citizen Education Workshop, held in Frogmore, South Carolina. The curriculum is closely related to the om described in your letter.

Sincerely,

Ronnie M. Moore, Director
Leadership Development Dept.

RMM:lb

Enc's
Political Strength - How To Get It
"Where It's At
Evaluation- Citizenship Education Workshop - Frogmore

JUL 1 - 1968

File
Sent info
7-9-68

Route 2, Box 120-B
Welcome, Louisiana
June 19, 1968

Scholarship, Education and Defense=
Fund For Racial Equality, Inc.
164 Madison Avenue
New York, New York

Dear Mr. Moore,

I recieved your letter and appreciate your thoughtfulness in writing. I also appreciate The Guide Line of Politics Strength that you sent to me.

I have a problem that you can possibly help me with. There are some students attending Southern University, in Baton Rouge, Louisiana and they are in need of money. I would like to know if the Scholarship, Education and Defense = Fund For Racial Equality, Inc. would assist these students in obtaining scholarships. I would appreciate any information you can possibly give me concerning this problem.

I hope that I'll be meeting you soon in another work shop.

Thanks in advance.

Send scholarship info —

Respectfully yours,

Oliver Cooper, Sr.

Oliver Cooper, SR.

June 25, 1968

Miss Margaret Simons
Literature Committee
Oakland Student Committee On Community Relations
Oakland University
Rochester, Michigan 48063

Dear Miss Simons:

SEDFRE does not distribute films. However, I have prepared on the attached sheet a list of Film Companies, where films on racism and relevant subjects may be secured.

I thought some additional information on SEDFRE may be valuable, therefore, I am enclosing a brochure on SEDFRE and an evaluation of one of our seminars.

Sincerely,

Ronnie M. Moore
Director, Leadership Development

RMM:lb

Enclosures as stated

FILM COMPANIES

Contemporary Films, Inc.
828 Custer Avenue
Evanston, Illinois 60202

Indiana University
Audio Visual Center
Bloomington, Indiana 47401

(Serves as non-television distribution point for all National Education Television, NET, materials)

Film Center, Inc.
20 East Huron Street
Chicago, Illinois 60611

(Authorized distributor for Brandon Films, Inc.)

THE NEW HUMANITY

2409 LORILLARD PL., BRONX, N. Y. 10458 - Tel. 298-2771

REV. PAUL CARTER, Director
MR. JIM PERKINS, Assistant Director
MR. ROBERT SAMPIERE, Organizer
MR. ROBERT CRAWFORD, Consultant

RECEIVED
JUL 11 1968
SEDF

July 10, 1968

Leadership Training Program
Scholarship, Education & Defense Fund
for Racial Equality (SEDFRE)
164 Madison Ave,
New York, N.Y.

Dear Sirs:

Please send information on your Leadership Training Program. Please also send material you may have on politics, housing, civil rights, education, legislation, etc. We will be glad to remit the cost of material and postage.

Sincerely,

Paul Carter
Paul Carter

Send pertinent evaluations and materials.
R

Mailed 8. 7. 68

Jonnie:
Could you answer?
F

[illegible]

THE PENNSYLVANIA STATE UNIVERSITY
HUMAN DEVELOPMENT BUILDING
UNIVERSITY PARK, PENNSYLVANIA 16802

College of Human Development

Area Code 814

July 9, 1968

RECEIVED

12

Scholarship, Education and Defense
Fund for Racial Equality, Inc.
164 Madison Avenue
New York, New York 10016

Gentlemen:

Within the Division of Home-Community Relationships of the College of Human Development of The Pennsylvania State University, we are in the process of compiling a directory of opportunities for college students to find significant involvement in community action projects. The information will be used as a reference library for students who may be interested in volunteer or employed experience in community service at home or abroad.

Will you please send us several copies of the most recent material, describing your program, indicating qualifications for participation, duration of service, cost or remuneration, and any statements of evaluation written by those who have been involved in the program.

Sincerely yours,

Ann G. Cook

Mrs. Franklin H. Cook
Instructor, College of
Human Development

AGC/vk

URBAN LEAGUE FOR BERGEN COUNTY
AMERICAN TEAMWORK WORKS

The Urban League for Bergen County

28 North Van Brunt Street   Englewood, N. J.   (201) 568-4988

JOHN O. CRAWLEY
Executive Director

Sent 7/16/68

July 12, 1968

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Perry C. Smith

Affiliated with
National Urban League, Inc.

Member of
Health & Welfare Council of Bergen County

N. J. Welfare Council

Mr. Nils Douglas, Chairman
SCHOLARSHIP, EDUCATION AND DEFENSE
FUND FOR RACIAL EQUALITY
112 South Orange Avenue
Newark, New Jersey

Dear Mr. Douglas:

Would you please send us 10 copies of the booklet, "Your Welfare Rights."

Thank you for your cooperation.

Very truly yours,

Doretha Nichson

Doretha Nichson
Program Director

DN:cvb

NATIONAL WELFARE RIGHTS ORGANIZATION

National Headquarters
POVERTY/RIGHTS ACTION CENTER
1762 Corcoran Street, N.W.
Washington, D. C. 20009
Tel: (202) 462-8804
George A. Wiley, Director

NATIONAL WELFARE RIGHTS ORGANIZATION

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MRS. ALICE NIXON
Pittsburgh, Penn.

July 12, 1968

Shirley Lacy
SEDFRE Welfare Rights Project
112 S. Orange Ave.
Newark, N.J.

Dear Shirley:

Can you please send us 25 copies of

SUS DERECHOS DE BIENESTAR PUBLICO?

Many thanks in advance.

Sincerely,

Tim

Tim Sampson

Sent 7/23/68

[July 12, 1968]

Please send me a

Booklet of

your Welfare Rights

Thank you very Much

yours truly

Sent 7/25/68

Mrs Cladie Maiziere

CLADIE MAIZIERE

RECEIVED

JUL 16 1968

SEDF

Change Clinic
SUNY at Stony Brook
Grey College A-316
Stony Brook, NY, 11790

Scholarship, Education, and Defense Fund for Racial Equality
Leadership Training Program
150 Nassau Street
New York, NY, 10038

Dear Sir:

A Change Clinic has been established this summer at Stony Brook to press for educational reform. As a membef of the Clinic, I am working with a few others to redefine the rights and responsibilities of students, to restructure the present format of universtiy governance. To do this, we are working to build a radical, powerful, and viable student organization that will push for changes in the university and then use these gains to press for societal restructuring. Therefore, we would be most appreciative if you could send us any pertinent material that you have available on organizing. Please mail to the above address.

Thank you very much for your time and cooperation.

Thankfully yours,

Jerry Weiss
Jerry Weiss

Send —
1) Miles College - evaluation
2) brochure on SEDFRE
3) pol. Strength
4) where it's at
5) negotiation

SEDFRE would be happy to run a community change institute

Mailed 8-7-68

Brian M Key
Gladstone Hall.
Greenbank Lane
Liverpool 17.
~~18~~
United Kingdom
18/7/68

Dear Sir.

I am an English University Student working in Washington Ghettos this summer. I have heard from a number of people about the work you are doing & would like to know more & receive your publications

My Washington address until 20/8/68 is

c/o St Stephens Church
Newton & 16th.
NW. Washington D.C 20010.

Yours Brian M Key

RECEIVED
JUL 23 1968
SEDF

Send literature on SEDFRE and 1 copy of each Booklet charge 15¢ each Total 45¢

Mailed 8-7-68

July 19, 1968

Pennsylvania State University
Mrs. Franklin H. Cook
Instructor, College of Human Development
Human Development Building
University Park, Pennsylvania 16802

Dear Mrs. Cook:

In response to your letter of July 9, 1968, I am enclosing the following:

1. A brochure describing SEDFRE as an organization.
2. Evaluations of past workshops.
3. Materials recently developed for community activists (several copies of each).

The data should describe our program. The only qualification for participation is that persons be actually engaged in community work. Occasionally, we sign contracts with federally funded or self supporting organizations, for example, the University, Poverty Corporations, and similar groups. The rate is $75.00 per day plus expenses usually.

I sincerely hope that the enclosures and the additional information will be of some value to you.

Sincerely,

Ronnie M. Moore
Director, Leadership Development

RMM:lb
Enc.

American International College
Springfield, Massachusetts 01109

July 19, 1967

Scholarship, Education and Defense Fund
for Racial Equality, Inc.
164 Madison Avenue
New York, N.Y. 10016

Gentlemen:

I would appreciate receiving any printed material you have available about the goals and functioning of your organization.

Among other matters I would particularly like to obtain a copy of the bibliography on T Groups that was distributed to members of the workshop recently conducted at American International College.

I would like to make use of material about your organization for several of my courses as well as in my work as informal advisor to the NES group on our campus. The co-chairman has asked me to conduct three teach-ins during the coming fall semester.

If any of your material is not free please be kind enough to send me a price list.

Thank you.

Yours sincerely,

Robert H. Bohlke

Robert H. Bohlke
Associate Professor of Sociology

RECEIVED
JUL 22 1968
SEDF

Mailed 8-7-68

Sent
1. Evaluations – sensitivity training
Police
Miles College
2. SEDFRE brochure & materials
3. Send ~~[illegible]~~ bill ~~[illegible]~~ $1.00 for each evaluation
15¢ for each copy of material

make this our policy

FAMILY GUIDANCE CENTER
620 Franklin Street
Reading, Penna. 19602
Telephone 374-5147

Mailed 9-25-68

July 24, 1968

Scholarship, Education and Defense Fund
150 Nassau Street
New York, N.Y.

Dear Sirs:

We, at the Community Action Training School in Reading, Pennsylvania would like to receive a short guide on "Public Relations" with the press. Thank you for your cooperation.

RECEIVED
JUL 29 1968
SEDF

Sincerely yours,

Brenda Pegram

Brenda Pegrame
Administrative Asst.

DO NOT STOCK
Send materials ~~[illegible]~~ we recently developed

Member Agency — United Community Services

RECEIVED
JUL 29 1968
SEDF

Send brochure + materials
no affiliates

No charge
R

25 Edgewood Street
Selma, Alabama 36701
25 July 1968

SEDFRE
164 Madison Avenue
New York, New York

sent 8-6-68 J.G.

Gentlemen:

If you have a phamplet or brochure that explains the objectives and purpose of SEDFRE, 164 Madison Avenue, N. Y., I would like a copy of same.

Also the name of the parent and affiliate organization of your group would be appreciated.

Very truly yours,

Richard L. Watson

Richard L. Watson

Conference of Jewish Organizations

OF LOUISVILLE, KENTUCKY, *Incorporated*

CJO

702 MARION E. TAYLOR BLDG.
PHONE 585-3279

LOUISVILLE, KENTUCKY 40202

COMMUNITY RELATIONS COMMITTEE
URBAN PROJECT

NORMAN EPSTEIN
CHAIRMAN

BEN ROTHSTEIN
CONSULTANT

3600 DUTCHMANS LANE
LOUISVILLE, KENTUCKY 40205
PHONE 452-2315

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MAX WALDMAN

July 25, 1968

Scholarship, Edu. & Defense
Fund for Racial Equality, Inc.
164 Madison Ave.
New York, N.Y. 10016

Gentlemen:

We are going into a very intensive community study and program of action to alleviate the problems related to the Urban Crisis. Would appreciate receiving all pertinent material on the experiences and programs of other communities.

Sincerely,

Ben Rothstein

BEN ROTHSTEIN
Consultant

fs

Send brochure on SEDFRE
Copies 3 of Police Community Relations Set
Miles College
and copies of negotiation, Pol. Strength, money raising
Bill $1.00 for each evaluation
15¢ for each booklet plus postage

RECEIVED
JUL 26 1968
SEDF

RUTGERS · THE STATE UNIVERSITY

JOHN COTTON DANA LIBRARY
NEWARK, NEW JERSEY 07102

August 5, 1968

Scholarship, Education & Defense Fund
for Racial Equality
112 South Orange Avenue
Newark, New Jersey

Dear Sir:

Please send us 2 copies of "Your Welfare Rights".

If you have no available copies, we would appreciate any suggestion you might have as to an alternate source.

Thank you.

Joseph M. Gillespie
Joseph M. Gillespie

JMG:ds

✓
sent 8/18/68

THE LEOPOLDS

37 Miamis Road
West Hartford, Conn.
06117
July 27, 1968

Scholarship, Education and Defense
Fund for Racial Equality Inc.
164 Madison Ave.
New York, N.Y. 10016

8-7-68
Mailed
Background Info & Idea for actio

To whom it may concern,

At the moment, I am a student in an American History course. I would like to enrich my knowledge of the American Negro and his place in our society. In order to accomplish this, I would need more than text books to fulfill my needs. If you would be so kind as long as it is no inconvenience, could you please send me some information on your operations in our country today and any related material.

Thank you very much,
Bruce R. Leopold

August 7, 1968

Mr. Jerry Weiss
Change Clinic
SUNY at Stony Brook
Grey College A-316
Stony Brook, New York 11790

Dear Mr. Weiss:

SEDFRE is dedicated to education for social action. It carries community change training to citizen leaders across the nation. We would be happy to run a community change institute workshop for your organization.

The enclosures, I hope will serve to introduce the work of SEDFRE to you. We believe the gap between the academic world and the community has existed too long. SEDFRE is a national service organization for the civil rights movement.

If you would be interested in such a workshop, please let us hear from you.

Sincerely,

Ronnie M. Moore
Director, Leadership Development

RMM:lb
Enclosures

THE PENNSYLVANIA STATE UNIVERSITY
HUMAN DEVELOPMENT BUILDING
UNIVERSITY PARK, PENNSYLVANIA 16802

College of Human Development

Area Code 814

August 15, 1968

Miss Ronnie M. Moore
Director, Leadership Development
SEDFRE
164 Madison Avenue
New York, New York 10016

Dear Miss Moore:

Thank you very much for the material you sent describing your agency's service opportunities for college students.

This information will be placed in a reference library for students in the College of Human Development of The Pennsylvania State University. It will be available for future reference by those students who may be interested in volunteer or employed experience in community service at home or abroad.

We appreciate your cooperation and would be glad to receive notice of any new projects which you may develop.

Sincerely,

Ann G. Cook

Mrs. Franklin H. Cook
Instructor, College of
Human Development

AGC/vk

AUG 19 1968

Ronnie

RECEIVED
SEP 19 1968
SEDF

File

North Bolivar Farm Co-op
Box 134
Mound Bayou, Miss.
38762

Scholarship, Education
& Defense Fund for
Racial Equality, Inc.
164 Madison Ave.
New York, N.Y.

Mailed 9-25-68

Gentlemen:

At the recent workshop in Waveland, I met Mr. Edward L. Cole. In the course of the workshop, he told us about your educational program for board members.

I've talked about this with the board and they both are interested.

Can you send me the complete details for a day and night workshop. Friday night and Saturday, because most of the board members work.

I'd also like to have two application for the College scholarship fund.

SBS seminar?
2 scholarship Applications

Respectfully,

L.C. Dorsey

L.C. Dorsey

Mailed 9-25-68

Tues -

Dear People -

Would you please send me any & all information regarding your training program. I have had ~~some~~ experience at grass-roots organization w/ a poor white community in Indianapolis, & am interested in making the field my career.

Thank you -

Nancy B.

Miss Nancy Brace
Apt #7
1225 H St.
Davis, Calif.
95616

send materials
evaluations
brochure on SEDFRE

File

372 Evona Ave
Plainfield N. J.
Sept. 20, 1968

9-25-68
Mailed materials
brochures

Education and Defence Fund
For Racial Equality
(E. E. F. R. E.)
100 Nassau Street
New York, N. Y.

RECEIVED
SEP 8

RECEIVED
SEP 24 1968
EDF

Dear Sir:-

I am writing for information concerning the Education & Defense Fund for Racial Equality. I would like and pamplets, books, any thing You may have available on this subject.

Material on
Politics, housing civil rights
legislation and other.

7

Your Truly.
Mrs Lillian Smith
372 Evona Ave
Plainfield N. J.

From Community Action
Plainfield N. J.

September 24, 1968

Mrs. Connie Parvey
23 Madison Avenue
Cambridge, Massachusetts 02140

Dear Mrs. Parvey:

Ronnie Moore asked me to send you the enclosed materials. I hope they will be helpful in setting up a training program that deals not only with political attitudes but also with skills and awareness.

Sincerely,

Laree Bell, Secretary to
Mr. Ronnie M. Moore

enc

UNIVERSITY of PENNSYLVANIA
PHILADELPHIA 19104

Biddle Law Library
3400 Chestnut Street

September 25, 1968

Scholarship, Education And Defense
Fund for Racial Equality
112 South Orange Avenue
Newark, New Jersey

Gentlemen:

I would greatly appreciate receiving two copies of the following publication:

"Your Welfare Rights"

Thank you for your consideration in this matter.

Very truly yours,

Raymond Trent

Raymond Trent

BINDING DEPARTMENT
BIDDLE LAW LIBRARY

BCCAP

Burlington County Community Action Program
9 WEST UNION STREET
BURLINGTON, NEW JERSEY, 08016
(609) 386-5800

October 2, 1968

Scholarship, Education and Defense Fund
for Racial Equality
112 South Orange Avenue
Newark, New Jersey

Dear Sir:

We are interested in obtaining one hundred copies of "Your Welfare Rights" - New Jersey Residents Handbook of Information.

If there is a charge aside from postage, kindly inform us prior to mailing the same.

Thank you,

Richard E. Timmons

Richard E. Timmons
Deputy Director

sent - Oct. 31,

BURLINGTON COUNTY'S WAR ON POVERTY

HACKENSACK NEIGHBORHOOD CENTER

57 PINK STREET, HACKENSACK, NEW JERSEY 07601 Telephone Area Code 201 - 342 - 6706

Mr. Richard F. Tregidgo
57 Pink Street
Hackensack, New Jersey
October 3, 1968

Scholarship Education and Defense Fund
for Racial Equality
112 South Orange Avenue
Newark, New Jersey

Gentlemen:

Could you please forward a copy of your publication "Your Welfare Rights."

The Hackensack Neighborhood Center is in the process of putting together a similar publication oriented toward the particular needs of the community we serve.

If you have available any other publications, flyers, etc., along the lines of the above booklet, I would appreciate a copy of these also for the same purposes as above.

Thank you.

Richard Tregidgo
Director

RT/lf

SENT 10/28/68

STATE UNIVERSITY OF NEW YORK

ALBANY, NEW YORK

OFFICE FOR CONTINUING EDUCATION

NOV 20 1968

399 East 72nd Street
New York, New York 10021
November 6, 1968

CORE Scholarship Education &
Defense Fund
150 Nassau
New York, New York

Gentlemen:

We would very much appreciate knowing about any possible films or videotapes which your organization may have available for distribution. We are collecting possible materials for inclusion in the State University's continuing education program and wish to include programming done from the perspective of special interest groups.

Thank you very much for your assistance.

Sincerely,

Eileen Chambers
Research Coordinator

November 26, 1968

Eileen Chambers
Research Coordinator
State University of New York
Office of Continuing Education
Albany, New York

Dear Eileen Chambers:

SEDFRE does not distribute films of its Video Tape Equiptment. However, we are sending you some materials which may be helpful.

Sincerely,

Ronnie M. Moore
Director, Leadership Development

RMM:ldb
enc

BOARD OF EDUCATION OF THE CITY OF NEW YORK
MANPOWER DEVELOPMENT TRAINING PROGRAM
110 LIVINGSTON STREET
BROOKLYN, N. Y. 11201

MAURICE D. HOPKINS
ASSISTANT SUPERINTENDENT

HERMAN A. KRESSEL
DIRECTOR
TEL. NO. 596-6954-6955

December 16, 1968.

Mr. Marvin Rich, Executive Director
Scholarship, Education and Defense Fund
for Racial Equality
154 Madison Avenue
New York, N. Y.

Dear Mr. Rich:

I read about the "Manual for Organizing Communities" in the New York Times.

We are working with the community and would appreciate receiving a copy of the manual.

Very truly yours,

Rose Sealy

Rose F. Sealy
Supervisor of Counseling, City-Wide
M.D.T.P.

RFS:mm

SEND FUND RAISING
NEGOTIATION
PUBLIC RELATIONS
Political Strength
} publicati

Mailed, 12-27-68

Send Materials & Evaluations

New York State School of Industrial and Labor Relations
A Statutory College of the State University
Cornell University Ithaca, New York 14850

December 27, 1968

RECEIVED
DEC 30 1968
SEDF

Scholarship, Education and Defense Fund
for Racial Equality, Inc.
164 Madison Ave.
New York, New York 10016

Gentlemen:

We are at present running training programs in Community Action and Community Development, and I am attempting to collect information available that we could use. If you have any material describing undertakings in Community Action and Community Development, or any training materials, I would appreciate your sending them to us. Also, if you could suggest other sources for this information, that would be most helpful.

Thank you for your time and attention.

Sincerely yours,

Anne Polisar
(Mrs.) Anne Polisar
Extension Associate

AP:sc

Mailed 2-17-69

Tel. 781-0670
781-0671

SPRINGFIELD MODEL CITIES AGENCY
19 Catharine Street – Winchester Square
Springfield, Massachusetts 01109

FRANK H. FREEDMAN
MAYOR

JAMES S. WHITE
DIRECTOR

January 9, 1969

SEDF
164 Madison Ave.
New York, N.Y.

Gentlemen:

Please forward six (6) copies of the booklet entitled "NEGOTIATION" for use in the Springfield Model Cities Agency.

Sincerely yours,

Richard Gadden
Supervisor Responders

RG/rg

Mailed
2-17-69

WESLEY COMMUNITY CENTERS

1406 FITCH AVENUE, SAN ANTONIO, TEXAS 78211 · TELEPHONE: WA 4-5191

COLIMA STREET EXTENSION
150 COLIMA STREET · CA 2-0188

RIVERSIDE EXTENSION
300 ODIS STREET · LE 2-2439

January 10, 1969

JAN 15 1969

Leadership Training Program of SEDFRE
150 Nassau St.
New York, New York

Gentlemen:

Our agency is moving into the area of organizing for welfare rights, in relation to the model of the National Welfare Rights Movement. We are interested in receiving literature, manuals, pamphlets, and other material you may have covering the areas of organizing the poor, legal rights for welfare recipients, and confrontation - conflict strategies. Information regarding successful organizing efforts throughout the United States would also be extremely helpful.

The early receipt of this material would greatly facilitate our present efforts in the area of welfare rights organization. Referral to other groups which publish related material would also be appreciated.

Sincerely,

Buford Farris

Buford Farris
Executive Director

BF/rs

Mailed
2-17-69

JAN 2 1969

JAN 1 1969

Dear Ronnie

Please send a set of SEDFRE materials to:

Community Council for Quality Education
258 South 22nd St
Columbus, Ohio

Mary Kay Hummel
Columbus Metropolitan Area Community Action Organization (CMACAO
771½ East Long
Columbus, Ohio

Pres.

Mailed
2-17-69

7561335

MAY 8 1969

Anthony Carter
103 Dikeman St.
Waterbury, Conn.
May 6, 1969

Call
Phone # from Hank
Appt for 6/16 at SEDFRE office
[illegible] to confirm
and give time
on 6/16

Mr. Ronald Moore
President
S.E.D.F.R.E.
164 Madison Ave.
New York, New York 10016

Dear Mr. Moore:

The people of Waterbury, Connecticut, The Need and Action Councils of the North End Community would like to request your aid in the training of leaderships, skills, and developements of community organizations.

We would be eager to have your consultants return to our community working directly with our councils, which is comprised of community residents. It is our hope, that under your direction we may develope a strong viable community group, which could organize itself to bring about much needed changes in our city.

To further discuss this request, we would like to meet with you at your convenience in New York. We hope that adequate arrangements can be worked out.

Need/Action
Credit Union
203 7562185

Respectfully yours,

Anthony Carter (EH)
Mr. Anthony Carter
President, Need Council

David Holmes (EH)
Mr. David Holmes
President, Action Council

May 13, 1969

Mr. Anthony Carter
President, Need Council
103 Dikeman Street
Waterbury, Connecticut

Dear Mr. Carter:

Ronnie Moore, our Executive Director, has asked me to respond to your request for training in Waterbury. As one of the persons involved in the original SEDFRE work in Waterbury, I am delighted to know that you would like us to return.

I suggest that we get together as soon as possible. Unfortunately, I do not expect to be in the office for any length of time before May 27th. If you would like to confirm a meeting for that date, please contact Mrs. Laree Bell at our office.

Sincerely yours,

Shirley Lacy
Leadership Development Director

SL:b

cc: Laree Bell

17 July 1969

Mrs. Samuel Gelfan
6 Murray Hill Road
Scarsdale, N.Y. 10583

Dear Mrs. Gelfan:

I am sending you a schedule of the type of work we have been doing for the month of June and July. This together with our background sheet will give you some idea of SEDFRE's focus and direction as these relate to the field of training.

Should you want to explore the possibility of working with your group please call me at you earliest convenience.

Sincerely,

Shirley M. Lacy
Leadership Development Director

SML:tk
enc

Community Projects Office/Associated Students/University of California/Berkeley, California 94720/Phone 642-6392

WHITE COMMUNITY INVOLVEMENT CENTER

AUG - 5 1969

Reply
On
Tape

Leadership Training Program
Scholarship, Education, And Defense Fund for Racial Equality
150 Nassau Street
New York, N. Y.

Dear Sir:

We are developing a training program for persons wishing to become active in anti-racist white community work--community education, organization, and research. The training sessions will deal with over-all background information on racism, historical, social, psychological aspects, with specific local issues and organizations and practical methods of meeting the problem, and with problems of volunteer motivation and attitudes, e.g., paternalism.

We would much appreciate any materials you could send us relating to training for community involvement, philosophy on involvement, problems involved, historical and political analysis of community problems, and the like. Of course any literature describing your program in general would be most welcome.

Thank you for your assistance.

Sincerely,

Judith Wanschura

Judith Wanschura
White Community Involvement Center
Street Level--Eshleman Hall
University of California, Berkeley
Berkeley, Calif. 94704

Attn Shirley Gray

MM

RECEIVED
AUG 14 1969
SEDF

CITIZENS COMMITTEE FOR BETTER EDUCATION IN DUVAL COUNTY
POST OFFICE BOX NUMBER 2704
JACKSONVILLE, FLORIDA 32203
TELEPHONE NUMBER 765-1641

August 11, 1969

WENDELL P. HOLMES, JR.
CHAIRMAN
MRS. SALLY B. MATHIS
SECRETARY
REV. S. L. BADGER
LEWIS J. CARTER III
REV. C. B. DAILEY
DR. J. C. DOWNING
DR. A. E. GIRARDEAU
REV. J. S. JOHNSON
REV. R. L. JONES
DR. C. B. McINTOSH
DR. H. H. SATERWHITE
ATTY. L. SHAW
REV. F. J. WILSON
REV. R. H. WILSON

Copy
On Tape

SEDFRE, Inc.
164 Madison Avenue
New York
New York 10016

ATTENTION: Mr. Marvin Rich, Executive Director

Dear Sir:

I expect to be a candidate for election as a member of the Duval County School Board on November 4, 1969. At the present time, I am the only black person who has publicly declared a candidacy.

It has been called to my attention that you may have a listing of black school board members throughout the country. In the course of planning my campaign, I look forward to contacting by mail and in person, a considerable number of these persons if their names and addresses are available.

I am also desirous of obtaining the name and address of the National Organization of School Board Members.

Therefore, I shall be most appreciative if you would send to me whatever information which you might have in this regard, along with any other material which, in your judgment, would be of value to me.

Your prompt reply will be sincerely appreciated.

Yours very truly,

Wendell P. Holmes, Jr.
WENDELL P. HOLMES, JR.

WPH,JR./mn

2 September 1969

Miss Judith Wanschura
White Community Involvement Center
Street Level--Eshleman Hall
University of California, Berkeley
Berkeley, California 94704

Dear Miss Wanchura:

Some time ago you wrote SEDFRE inquiring into our program and requesting materials from us. As a national training organization which focuses its work mainly on the goals and efforts of community-based groups, I am not sure that SEDFRE can really be helpful to your program. However, I am sending you some of our reports.

It appears that you are approaching the problem of white racism through training. If it is at all possible, I would strongly urge you to touch base with local Black groups to provide the necessary feed-back to the white community with which you are involved. The process of expunging racism from the white consciousness is always a difficult and painful one, but so is being Black a painful process in America.

We wish you much success in your efforts.

Sincerely,

Shirley M. Lacy
Director of Training & Technical Assistance

SML:tk
enc. (4)

2 September 1969

Citizen's Committee for Better Education
Duval County
P.O. Box 2704
Jacksonville, Florida 32203

Attn: Mr. Wendell P. Holmes, Jr.

Dear Mr. Holmes:

We were delighted to learn of your pending candidacy for School Board Member. In response to your inquiry, I am sending you a copy of our recent report on the 1969 National Conference of Black School Board Members. In this report you will find a listing of the many Black school board members who attended that seminar. With regard to your request for the address of the National School Board Association our records lists this organization at 1233 Central Street, Evanston, Illinois 60201. I am also enclosing some of our materials which may be of interest to you.

All of us at SEDFRE wish you much success in your campaign and a decisive victory.

Sincerely,

Shirley M. Lacy
Director of Training &
Technical Assistance

SML:tk
enc.

4 September 1969

The League of Women Voters
Education Fund
1730 17th Street, N.W.
Washington, D.C. 20036

Dear Sir:

Please note that we are requesting 600 copies of Simplified Parliamentary Procedure Based on Robert's Rules of Order. 500 of these should be in English, 100 in Spanish. Also note, the check for 42.00 is enclosed. This $42.00 includes the 30% discount. Please forward to the above address.

Thank you.

Sincerely,

Tisho Kemp
Secretary

Enc.
tk

5 September 1969

The League of Women Voters
Education Fund
1730 17thStreet, N.W.
Washington, N.D. 20036

Dear Sir:

On 4 September 1969 I wrote to you requesting 600 copies of Simplified Parliamentary Prodedure Based on Robert's Rules of Order. The check was not enclosed. Please find enclosed check number 4614 for $42000.

Sorry for the inconvience, I remain,

Sincerely yours,

Tisho Kemp
Secretary

enc.
tk

Manuals given to Organizations

Urban League	75
FLIP - Rutgers	150
Poverty Rights, Wash. D.C.	5
Middlesex OEO	50
Mr. Gould - C/W	1
N.J. Council of Churches	15
J. Hooper (Cover)	25
Child Parent Center	5
Betty Williams	11
Charles Hillman Case	Date 9-20-67

Organizer of Area Board #6

MANUALS GIVEN TO ORGANIZATIONS

NAME OF ORGANIZATIONS	Quantity
Urban League	75 + 25
FLIP - RUTGERS	150
POVERTY RIGHTS, WASH., D.C.	5 + 300
MIDDLESEX OEO	50
MR. GOULD - C/W	1
N.J. COUNCIL OF CHURCHES	15
J. HOOPER (COVER)	25
PARENT CHILD CENTER	5 + 300
BETTY WILLIAMS	11
Welfare Supervisor - So. 15th HINTON PETERS (Roy Proctor)	6
Grace Malone	2 + 12
Charles C. Hillman A/B #6	20
Barbara Lornan	50
Steve Black, caseworker, Organizer	70
U.C.C. Miss Calvack	12
Gladys Thomas	30
Nanette Adams	
[illegible] Pre-School - Mrs Knowlton	600 + 600
Legal Services	800 - 1000
Project Due	300
National Council of N.W.	600
Center on Soc. Welfare Policy & Law	17

Nathan Wright
~~#~~ 24 Rutgers St
Episcopal Arch-Diocese
money for Tri-City Comm.

Ludwig Geismar

DISTRIBUTION CONTACTS

Name of Group	Location	Suggested date
Committee of 100 (The Advanced Group)	Stella Wright Homes	
Mr. Charles R. Messier (Executive Director of all boys clubs in Newark)	Littleton Ave. Hq.	
Mr. Carl Andrews (Director of the Stella Wright Unit)	262 Fuller Terrace Orange, N.J. 677-0087	
Mr. Solomon Talbot (Unit Director) Mrs. Delores Andrews (Mothers Club President)	Stella Wright Unit Boys Club of America (243-1295) 159 Spruce St. Newark, N. J.	1st and 3rd Tues. each month Send letter
Mr. William Jordan (Unit Director) Mrs. Patterson-Es 4-8353 (Mothers Club Pres.)	West Side Boys Club of America,- 623-7084 161 Littleton Ave. Newark, N.J.	March 21, 1967 Send letter
Mr. Lawrence Saltman (Unit Dir.)	South Ward Unit Boys Club of America,- 371-3333 400 Hawthorne Ave. Newark, N.J.	3rd Tues. each month Send letter
Mr. Dom Maltese (Unit Dir.)	Broadway Unit Boys Club Of America,- 483-0777 422 Broadway Newark, N.J.	
Mildred Badanes	Family Life Improvement Project 284 Broadway Newark, N.J.	March 1,1967
Mary Saunders	Area Board #4	Mon. 30/ 1:30 o'clock
MR. TIMOTHY STILL	HAYES HOMES TENANTS LEAGUE 17th AVE	248-0664

Project Participants

Consultants

Robert Curvin	106 Huntington Terr. NEWARK, N.J	Wa-38183
Brian Glick, Esq.	Center on Social Welfare Policy & Law-COLUMBIA UNIV. 409 W. 117th St. New York City, N.Y.	~~UN-54000~~ Ext. 3692
Robert Littman, Esq.	Newark Legal Services Project-193 Central Ave. (NEIGHBORHOOD) LAW OFFICE #1	632-1128
Corinna Fales	631 Hunterdon St. (call early morn. or dinner)	243-0712
Connie Brown	227 Jelliff Ave. (NCUP Off. on 18th Ave.)	243-0712 242-9329
Robert Melican	Design for Urban Education Camden Street School Newark, N.J.	
Prof. Francis P. Purcell	Design for Urban Education Camden Street School Newark, N.J.	

Project Participants

Advisory Committee

Mrs. Marion Kidd	258 Fairmount Ave. Newark, N.J.	623-9359
Mrs. Emma Williams	278 W. Kinney St. Newark, N.J.	248-8999
Mrs. Laura Brunson	476 Clinton Ave. Newark, N.J.	242-3084
Mrs. Nannette Adams	116 Oraton St. Newark, N.J.	483-1373
Mrs. Anne Massey	69 James St. Newark, N.J.	622-6759
Mrs. Elizabeth McPhatter	376 Park Avenue East Orange, N.J.	674-8410
Mrs. Mae Massie, Civil Rights Director	District 3 IUE, AFL-CIO 375 Murray Hill Parkway East Rutherford, N.J.	933-9494

MRS. ANNE ROBB

Mss SEDFRE
546

Video-Tape Information and Material, 1967

Box 21
Folder 9

State Historical Society of Wisconsin

Please Retain Original Order

SEDFRE

To: Mr. Henry Morgenthau, III May 5, 1967

From: Ronnie M. Moore

Subject: Using Video-Tape in Leadership Development Seminars

I have found that the best way to develop indigenous leaders is for them to see themselves as they are in a learning situation. Video tape permits immediate evaluation of the trainees while they are in training.

The attached statement and pamphlets clearly show the usefulness of video tape in training.

Perhaps you know where we might be able to purchase such equipment at minimum cost, or preferably, someone who might be willing to make a contribution for the purchase of this equipment.

RMM;at
Encs.

May 24, 1967

Mr. J. Unoki
Sales Vice President
Sony Corporation of America
47-47 Van Dam Street
Long Island City, New York 11101

Dear Mr. Unoki:

Scholarship, Education and Defense Fund for Racial Equality, Inc. is a national organization servicing over 700 indigenous organizations, poverty corporations and civil rights groups in the country. One of our primary objectives is developing local leadership. Enclosed are several of our brochures describing the functions and operations of our organization.

In our leadership training program we have found that video tape is very useful. Training sessions recorded on video tape provide valuable promotional material and validation of our training effectiveness. Visual materials can be reproduced and reused widely. Video tape gives flexibility for evolutionary development of materials, that is, we prepare a tape, use it, get trainee reactions (which usually heightens trainee involvement) or revise tapes to make a version for specific local or regional conditions. Another very useful purpose is to record a group meeting and then replay it so that the group can hear and see their mistakes and then discuss how they can improve the way in which they work together.

We used video tape in our California series and the impact was tremendous. Within the next year we are going to sponsor leadership training activities in fifteen states. The activities will include the Mobile Leadership Development Series, specialized seminars and Training Trainers Institutes.

At the present time we cannot afford to purchase video tape equipment. We would like to use Sony video equipment in developing community leaders.

By the use of video tape in our program across the country we can make this method known to communities all over the United States. Marvin Rich, our Executive Director, and I would like to meet with you some time soon at your convenience, to discuss the possibility of your making a contribution of a camera, monitor, recorder and 25 one hour video tapes.

Thank you for every consideration you give to our request.

Very truly yours,

Ronnie M. Moore
Director, Leadership Development

RMM:at
cc: Mr. Ira Morais, Senior Vice President
Dunwoodie Associates Inc., 420 Lexington Ave. #685-1155

Enc: Prospectus, 1967-70, 2 brochures

AMPEX CORPORATION

Public Relations

1212 AVENUE OF THE AMERICAS • SUITE 2305 • NEW YORK, NEW YORK 10036
(AREA CODE 212) 765-0619

AUG 8 1967

August 3, 1967

Scholarship Education and Defense Fund
for Racial Equality
150 Nassau Street
New York City, 10038, N.Y.

Gentlemen:

Attached please find our catalog indicating our line of videotape recorders and equipment.

All sales and specific information concerning recorders are handled by our master distributor - ITV, Phone No.- LO 4-7400. They will be happy to answer any questions regarding the above.

Cordially,

Helene Tropp
Secretary - Public Relations

Enc.

SEDFRE INTER-OFFICE MEMORANDUM

To: Marvin Rich September 19, 1967

From: Ronnie Moore

It seems to me, after talking to Bill Exton and Bob Straus, that we will have to pay retail prices for our video tape. If you have any more ideas in this regard, I would like to hear them. I looked over the list of video items and I think we can knock off $700 by getting a few things cheaper. However, SEDFRE and SCEF must be willing to cough up something like $3,000 for ~~one~~ the unit.

Hank Smith spent several days in Louisiana, taking time off from his job, therefore his next paycheck should show an increase of $150.

Hank and I would like to discuss the Boston Project with you. Have you read it?

Alice is now preparing the following:

1. 1965-66 and 1966-67 Schedule of Workshops.
2. Schedule of proposed training activities for September, 1967 through early 1968.
3. A monthly log on training activities will be kept.

RMM:at

PURCHASE ORDER

TO: Sonocraft Corporation
115 West 45th Street
New York, New York 10036

October 9, 1967

One ly	Ampex Model VR-6000 #4056 Recorder		$1595.00
One ly	Ampex C450 Camera Kit #1639		589.95
One ly	TUC 16" Monitor #11550		229.00
One ly	E.V. 630 Mike LUZ #28773		27.00
One ly	Head Cleaner Kit		N/C
One ly	Atlas PS-5		3.00
One ly	Cable from TUC to VR-6000		N/C
Eight Rolls	1" Tape	49.50	396.00
			$2839.95

Marvin Rich
Executive Director

We will pick up the tapes on Wednesday, October 11. The rest of the equipment should be delivered on or shortly after October 31.

2-582-1750
6-HN 6-9898

ORDER No. 27422

SONOCRAFT CORPORATION

115-117 WEST 45th STREET • NEW YORK, N. Y. 10036 • 3rd FLOOR

Scholarship, Education
and Defense Fund
for Racial Equality

Date 9-11-67

LD 150 Nassau Street,
NY [illegible]
Att. [illegible]

SHIP TO [illegible]

YOUR ORDER NO.	DATE	SALESMAN	T	Ship Via	Collect	Prepaid	Charge
	31						

m No.	Quantit	DESCRIPTION	Unit Price		Total
1		Ampex VR [illegible]	1,595.00		[illegible]
2		Concord [illegible] 20	549.00		[illegible] 25
3		[illegible]	139.00		[illegible]
4		~~[illegible]~~	~~[illegible]~~		~~[illegible]~~
		[illegible]			00
	7	[illegible]			[illegible]
		[illegible]			
7	1	[illegible]			
		6 [illegible] — 359.70 [illegible] 59.95 [illegible]			
	1	[illegible] N.C.			
					777 75
				SUB TOTAL	
				N. Y. Sales Tax	
				Shipping & Ins.	
				TOTAL	

pped By	Date	Received By	Checked By	Invoice No.

ITEM NO.	PARTIAL SHIPMENT	BY	DATE	SPECIAL INSTRUCTIONS
	[illegible]			Deliver [illegible] before noon
	[illegible]			[illegible]
	[illegible]	11/10/67		[illegible] office
	[illegible]			

No Goods To Be Returned Without Our Written Permission. Claims for Shortages, Damage or Errors Must be Made Within 5 Days After Receipt of Shipment.

LAURIET PTG. CO., NEW YORK 317114 X

Payment [illegible] 11/2/67

Uses of video tape in training:

1) visual materials can be reproduced and reused widely; such visual training aids will be essential in ghetto training programs, e.g. developing listening skills, conference technique, role-playing. (Tapes already available with white actors can be redone with Negro, Puerto Rican, Indian, etc., personnel.)

2) Training sequences involving trainee activity can be heightened with video tape, e.g. trainees can be presented visually with a problem situation and then asked to react to the video situation.

3) Video tape give flexibility for evolutionary development of materials, e.g. we prepare a tape, use it, get trainee reactions (which can heighten trainee involvement) or revise tapes to make a version tailored for specific local or regional conditions.

4) Immediate feedback to groups which are learning to work together more effectively; e.g. a group works together in making a decision, their meeting is video taped, immediately after the meeting the group watches the tape and then discusses ways in which they can improve the process by which they work together.

5) Immediate personal feedback in sensitivity training encounter groups; video tape is one of the most effective personal development approaches available, since the person sees himself _as he is_ and makes _his own_ judgements about how he would like to change; defensiveness is at a minimum; such personal development is the _fundamental training problem_ with ghetto people because they are likely to start out with unusually low self-esteem; low self-esteem makes ghetto people extraordinarily defensive and this non-evaluative, video-tape feedback is ideal; more importantly -- until self-esteem is raised above a minimum level, most other training effort is wasted.

6) Training sessions recorded on video-tape provide useful promotional material and validation of our training effectiveness.

GRADUATE SCHOOL OF BUSINESS AND PUBLIC ADMINISTRATION
Cornell University

SOME EXPERIMENTS WITH CLOSED-CIRCUIT VIDEOTAPE TV SYSTEMS IN MANAGEMENT EDUCATION

Thomas M. Lodahl

Cornell University

January, 1967

This memorandum outlines recent developments in management education using behavioral science methods and indicates some possible uses of videotape TV in their application. The author describes two training experiences in which he used these systems and presents some ideas for further experimentation.

Today's administrator lives in an interpersonal world. His day is filled with conferences, meetings, phone calls, presentations, problem-solving sessions, speeches, and occasional counselling sessions. In all of these settings, he must relate effectively to other people. His success as a manager will depend to some degree on his skill in dealing with people, both individually and in groups. Recent surveys have shown what practical administrators have known for a long time: many of the failures in middle and top management cannot be blamed on lack of technical skills or knowledge of the business; they are failures to adjust to the increasing interpersonal demands the manager must face as he moves up the hierarchy.

Until the last ten years or so, very little was known about how to educate future managers in these skills. But with the advent of new "experiential" techniques, some exciting possibilities have opened up. The term "experiential" refers to a wide variety of methods, including role playing, T-group laboratories, management games, and other simulations of organizational experience. What they all have in common is that the student (or "participant") is in a situation in which the primary mode of learning is the analysis of his own behavior, the behavior of others, and the relationships developing among people in the situation itself. The participant is asked to observe while he is participating; the group learns through a sharing of observations in collaboration with the teacher. It is becoming increasingly clear that insights about one's own behavior and the behavior of others that are possible in no other way can be achieved in such settings.

Closed-circuit videotape television systems add some exciting new possibilities for the further development of experiential learning techniques. Videotape provides the possibility of instant, valid feedback of a person's own behavior. For the first time it is practical for us to show a person how he actually looks to others in an on-going behavioral situation, almost as it happens. The data he can get about himself through this method is immediate and objective. He can see himself without the intervening screens of other people's perceptions and value judgments. This is what makes it such a potent learning device. If others also view his behavior and add their perceptions and values in commenting on it, the person is now potentially in a much better position to make rational judgments about his typical effects on other people, and to decide in what directions he wishes to change, if any.

TRAINING EXPERIENCE I

Let me give two illustrations from my own experience with videotape systems this fall.

In October I was asked to do a one-day session on leadership training for a group of executives from the New York State Department of Labor. All of these men had long experience in their jobs, but were quite varied in terms of educational background and general sophistication as regard to behavioral science. I decided to concentrate on the relationships between leadership style and group effectiveness. We arranged to have a SONY closed-circuit videotape system* set up in a room which could be divided in half with folding doors.

The session began with the experiential exercise itself, rather than a lecture. I split the group of 24 executives into two groups of twelve, and appointed a supervisor and an observer for each. The task for both groups was to build boxes from IBM cards according to certain specifications. Privately, I instructed one supervisor to set up his group as an assembly line and to use fairly authoritarian methods of supervision. The other supervisor was instructed in democratic methods of supervision, and his group was allowed to develop its own methods for producing boxes. Each group worked for thirty minutes total, and by staggering starting times we were able to film the first ten minutes and the last ten minutes of each group's work.

---

*I owe thanks to Harlan Perrins, director of the program, for his help in this effort, and to Max Mattes, of ALCOR, Inc., for providing the equipment.

The democratically supervised group began first, and the room was arranged in such a way that the other group could not see what they were doing. They spent their first eight minutes exploring the task and developing ideas on how to produce boxes in the best way. During their first ten minutes they produced a total of only four boxes, but they had developed some very effective methods for making boxes and some good relationships with each other.

The camera was then turned to the asembly line group which now began its first ten minute period. They set to work with a will and immediately began producing boxes. In the first two minutes of work some frictions began to develop, because the line was not perfectly balanced. Members criticized each other in a kidding way. The supervisor dealt with the imbalances by shifting some people to different jobs. This created more frictions and the group began making some disparaging comments about their supervisor. With a zoom lens on the television camera we were able to take close-ups of work group members as they responded to each other and to their supervisor - on tape, we were catching the essence of the relationship between leadership styles and group effectiveness. The assembly-line group produced about 60 boxes during its first ten minutes, but were becoming irritated with each other and with their supervisor. They worked in silence for the most part but the camera revealed a good deal about their attitudes.

Turning the camera back to the democratically supervised group a sharp and startling difference was apparent. The noise level was high, but everybody was working and everyone was clearly very involved in the job. They were producing boxes at a great rate and were very intent on winning the implied contest with the other group. Their supervisor was facilitating their work by making sure that materials were available and by communicating suggestions from the group on how to do the job better. This atmosphere persisted until the end of their work period. As we turned the camera back to catch the last ten minute of the assembly-line group, some members were threatening to strike, others had silently stopped working, and still others were criticizing the ineffectiveness of their supervisor. After their work period was over two members approached the foreman (without realizing the camera was observing them) and crticized his performance rather severely. At the end, the assembly-line group had produced a total of eight fewer boxes than the democratically structured group.

After a coffe break we rearranged the rooms so that the entire group sat in a circle around the monitor with the tape recorder in a central position. The group was instructed to observe the monitor and at any time anyone could signal to stop the tape, leaving a single frame on the monitor, to discuss and analyze what was going on at that time. Sometimes we backtracked and replayed episodes several times. I had planned to spend an hour and a half in this activity, but they took the entire day. The behavioral differences between the groups were so clear, and it was so clearly apparent that the leadership style and the structure of the groups had led to these behavior differences, that the groups now had a tremendous amount of data based on their own behavior with which to examine these relationships. The lively discussion persisted through the lunch hour and well into the afternoon. I closed the session with a lecture bringing together the experiences of the day into an intellectual framework. I was told later that their discussion of the implications of this experience persisted through the dinner hour and far into the night.

My view is that these men learned more about leadership style and group effectiveness in this experience and learned it more deeply than would have been possible with any number of lectures, discussions, or reading programs.

TRAINING EXPERIENCE II

My second experience with videotape was a weekend T-group laboratory for a group of thirteen chief school administrators as part of a regional in-service training program. The men, ranging in age from about 35 to 60, assembled for this retreat at Minnowbrook, one of Syracuse University's lodges in the Adirondacks. Their stated aim for the weekend was to examine constructively their own interpersonal styles. Sensitivity training groups were used as the major experiential method, backed up by theory sessions where appropriate. A "cluster design" was used, in which one group observes while the other works, feeds back its observations to the working group, and then becomes the working group while the other observes. After one complete session, we taped each group separately, using Concord equipment, and played the tape back with the total group viewing it. The tape was stopped when anyone wished to make a comment or observation about what was happening. Even though we were handicapped by a short (20-minute) tape, audio difficulties, and a 9-inch monitor, this session was exciting and rewarding: the participants not only had an opportunity to see their own behavior, but also noticed significant events that they had missed during the meeting itself. Several such sessions were taped and viewed. Toward the end of the retreat, when participants had come to know each other very well, we removed the camera from the tripod, passed it around the group, and let each member tape whatever he like in the group. Most did portraits of other members' faces as they talked, but one took pictures only of people's hands. These replays were of interest not only for their content, but for a special feeling tone they created.

I think the use of the tape here led to faster development in the group and more productive examination of the developing relationships in the group. Data collected at the end of the retreat indicated that all members felt they had gained increased awareness of themselves and their effect on others, and all indicated an interest in exploring the usefulness of this kind of training for personnel in their own school systems.

* * * * * * * *

Several remarks seem in order here. First, all participants were aware that tapes were being made and that they were for strictly private use, to be erased at the conclusion of the training session. I think secret taping would be neither ethical nor practical. In both experiments the presence of camera, tape machine, microphones, etc. was ignored after the first five minutes or so of the initial taping sessions; in the retreat, the equipment was soon accepted as part of the training situation. Second, the equipment stood up well under the strain of being transported, and the camera and recorder operated adequately under very poor lighting conditions at the lodge. Third, long camera cables and a separate small camera monitor are necessary for maximum flexibility in these behavioral training sessions. Finally, videotape feedback seems much more potent and involving than audiotape feedback, perhaps because so much expressive behavior is nonverbal in character. Much more of the total person comes through on videotape.

SOME IDEAS FOR FURTHER EXPERIMENTATION

1. Behavioral training. The major use for videotape in this area might be for a school of administration, but techniques for exploiting it further need to be explored. T-group or sensitivity sessions are the most obvious application, in which the analysis and understanding of effective and ineffective interpersonal behavior is the major goal. This is a low-structure situation in

which the participants themselves determine their agenda, leadership, structure, etc., and this in turn leads to an open climate in which participation, observation, and analysis naturally blend to produce insightful learning. But we are also learning to create structured problem situations in the classroom to mirror real-organizational ones. The box-producing task mentioned above is an example. We also can create intense intergroup competition-conflict situations in the classroom, which would be much more effective learning devices if student groups could analyze videotapes of their behavior under these conditions. We also know how to simulate very realistic superior-subordinate relationships, selling situations, bargaining, performance appraisal, consulting behavior, etc. All of these are likely to be much more effective with videotape feedback.

2. *Visual displays*. Within a year or two, we will have a computer terminal connected to an IBM 360 time-sharing system in our large lecture hall. In our computer course, the instructor could actually write programs with students looking on, if the zoom lens of a video system were focussed on the output sheet and the image projected on a 23-inch monitor.

3. *Storage and retrieval*. Seminars and lectures given by distinguished guests could be taped and played back at the convenience of the potential audience.

4. *Research*. Videotape provides the least expensive, most practical way of creating standard stimulus conditions for experiments in social perception, small group experiments, and the like. Also, it would be invaluable for recording aspects of behavior that cannot be picked up in an audio recording and are likely to be lost by on-the-spot observers. Using the slow-motion feature, it also provides an opportunity for research on the design of complex man-machine systems.

5. Other university applications. Faculty members in a variety of departments are very interested in possible applications of videotape, including some in education, art history, architecture, drama and speech, and child development. Doubtless there are many more.

6. Emergent ideas. The very presence of equipment like this tends to generate ideas for its use that would not otherwise occur.

Mss
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Information Reports on Social Action
Organizations, 1966-1967

Box 21
Folder 10

Bonnie Barrow
Pg 144

Scholarship, Education and Defense
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150 Nassau Street
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212 - 964-8210

Date____________________

INFORMATION REPORT ON SOCIAL ACTION ORGANIZATIONS

Name Morris County Core (N.J.)
Address PO Box 303
City Madison State N.J. Zip Code ________
Phone (201) 377-9240 - (212) 733-5521

OFFICERS	Name	Address	Phone
Chairman ~~President~~	Bonnie Barrow	40 Circle Rd. Florham Park N.J.	
Vice-Chairman ~~President~~	Bernard Newby	Po Box 303	
Secretary	Ron Eisele	351 Woodland Rd. Madison N.J.	(212) 377-9240
Treasurer	Inez Carrish	10 Duncan Lane, Rockaway, N.J.	(201) OA 7-5079
Other			

Community Activities of the group: Centr around communit org. with regard to Urban Renewal + Anti-Poverty Prog. + Youth Activities

Community problems as seen by the group: Strictly political,
fear of pressure from political power.

FIVE MOST ACTIVE MEMBERS OF THE GROUP

Name	Address	Phone
1 Joyce Small	38-06 Flagler St Morristown N.J.	(201) 5396638
2 Bernice Smith	17 Coff St Morristown	(201) 538-9393
3 Susey Gray	Clyde Potts Dr. Morristown	
4 Anita Burwell	c/o Small 38-06 Flagler St	(201) 267-6771
5		

Training needs of the group: workshops in comm organization
with regard to the political influence

APR 26 1967

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212 - 964-8210

Date April # 8-1967

INFORMATION REPORT ON SOCIAL ACTION ORGANIZATIONS

Name FRANCOISE PINKETT

Address 377- SOUTH 10th ST.

City NEWARK State N.J. Zip Code —

Phone 621-6559

OFFICERS	Name	Address	Phone
President		37-16th AVE	243-5222
Vice-President			
Secretary			
Treasurer			
Other			

Community Activities of the group: PROJECT D.U.E Design for Urban Education" joint interlaking of "Newark Board Ed. adult Education "Community" Pre-Natal Family Education Housing Post Natal Welfare information, etc. Mental Health Employment, Training Conselling etc. Project D.U.E. is PILOT PROJECT, POTENTIALITIES ARE GREATLY EXPANDEND THRU-OUT AREA FOR FURTHER SUCH PROJECTS.

Community problems as seen by the group: REMOVAL OF SLUM GHETTOS', GETTING RID OF EXCESS UNEMPLOYMENT AN POVERTY, CONGESTED SCHOOLS, AN INTEGRATED DRIVE TO UPGRADE EDUCATION FOR CHILDREN, AN GRADUATE STUDENTS WHO WILL TEACH ONE DAY TO OTHERS ETC. OFFERING MANY SERVICES, RACIAL AN DOMESTIC CONFUSION, GREATER STRESS ON" RELATIONSHIP-DOMESTIC, POLITICAL ETC..

FIVE MOST ACTIVE MEMBERS OF THE GROUP

Name	Address	Phone
1		
2		
3		
4		
5		

Training needs of the group: BASICALLY IT HAS A STRONG NEED FOR MORE PARENTS IN AREA, TO NOT JUST BE INTERESTED BUT TO PARTICAPATE ETC. MATERIAL AT HAND IS LIMITED, STUDENT' EFFORTS TO HELP IN DISTRIBUTION OF MATERIAL, COMBINED EFFORT, MORE MATERIAL, AN PUBLIC RELATIONS, ARE NEEDED, TO INFORM PEOPLE OF ITS OBJECTIVE, AND NEWS LETTER WEEKLY TO THOSE IN IMEDIATE AREA, WHOM ARE UNAWARE OF PROJECT: ETC.

Comments: THE OVERALL PROJECT AND AIMS OF SAID PROJECT ARE CERTAINLY COMMENDABLE, AN THEIR EFFORTS INTERGRATED AN UNITED, ARE AN INTRESTING FOUNDATION, FOR OTHER GROUPS" LACK OF MEN IN PILOT PROJECT. IS NOTICEABLE, SEVERAL IN NEWARK ARE STAFFED AN-LOOSE COMMUNICATION RESULT'S, CAUSES TENSION, EXAGERATED-SELF IMPORTANCE, DESTROY'S GOOD PROJECTS, AN MORALE OF POTENTIAL'S ETC. A CLOSER EXAMINATION, AN ELIMATION PROCESS COULD BE EXTREMELY VITAL TO FURTHER SUCCESS OF ANY FUTURE PROJECTS LOCAL, OR OTHERWISE. IT SEEMS THERE IS ROOM FOR IMPROVEMENT IN THIS PROJECT D.U.E. (DESIGN FOR. URBAN. EDUCAT. COORINATED AN COMBINED EFFORT IS ESSENTIAL HERE, SINCERITY AND APPLICATION TO PROJECT IS NEEDED, PROJECT HAS BEEN GOING 6 MONTH'S OR SO ETC. HOPEFULLY IT SHALL IMPROVE ITSELF OVERALL:

Do not write in this space
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Workshop____________________

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Comments:____________________

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FRANCOISE PINKETT

SEDF REPRESENTATIVE

Services include:

- Adult Education
- Family Education
- Community Development
- Housing Information
- Health Information (Pre-natal and Post-natal)
- Welfare Information
- Emergency Mental Health
- Employment and Training Counselling
- Homemaker Education

Eligibility: All residents of the Camden Street School area may recieve any of the above services.

WHAT IS PROJECT D.U.E. ?

Project D.U.E. - "Design for Urban Education" - is a joint undertaking of the Newark Board of Education and the Rutgers University Graduate School of Education.

We are endeavoring to upgrade education in the central city by improving the curriculum for children and the graduate students who will one day teach them.

The project recognizes that the inner city poses problem which cannot be successfully addressed by a curriculum improvement alone. Therefore we are offering services to the community which we hope will help alleviate the conditions that stand in the way of educating children and their achievement.

Staff includes specialists in:

- Education
- Clinical Psychology
- Psychiatric Social Work
- Remedial Education
- Community Development
- Social Brokerage
- Volunteer Counseling

APR 26 1967

from:
F. Pinkett
Newark, N J.

-§-

THE CAMDEN STREET SCHOOL

CHILD-PARENT CENTER

PROJECT D.U.E.

(Design for Urban Education)

A Program of the
Newark Board of Education
and
Rutgers University

37 16th Avenue
Newark, New Jersey

Telephone: 243-5222

Scholarship, Education and Defense
Fund for Racial Equality, Inc.
150 Nassau Street
New York, New York 10038
212 - 964-8210

APR 26 1967

Date APRIL # 8 1967

INFORMATION REPORT ON SOCIAL ACTION ORGANIZATIONS

Name FRANCOISE PINKETT
Address 377- SOUTH 10th STREET.
City NEWARK State N. J. Zip Code
Phone 621-6559

BETHANY BAPTIST Church-113-WEST MKT. ST. NEWARK, N.J.

OFFICERS	Name	Address	Phone
President	REV. SCOTT	BETHANY BAPTIST.	—
Vice-President			
Secretary			
Treasurer			
Other			

Community Activities of the group: VISTA.
WE PROVIDE RECREATON PROGRAMS, TUTORIAL
ASSISTANCE, COOKING CLASSES, ETC, FOR
NEIGHBORHOOD CHILDREN. WE ALSO WORK WITH
OTHER VISTAS IN THE COMMUNITY TO ORGANIZE
THE PEOPLE - AT THIS TIME AROUND THE PROBLEM
OR THE PLANNED MEDICAL CENTER"

Community problems as seen by the group: POOR HOUSING, WELFARE PROBLEMS, PROBLEMS WITH CONSUMER BUYING, OVERCROWDED ~~SE~~ SCHOOLS WITH ARCHAIC TEACHING PRACTISES AND OUTDATED AND OFTEN IRRELEVANT CURRICULUMS, MUCH UNEMPLOYMENT, AND VERY LITTLE ORGANIZATION BETWEEN THE MEMBERS OF THE COMMUNITY

FIVE MOST ACTIVE MEMBERS OF THE GROUP

Name	Address	Phone
1 ~~GLADYS Thomas~~ MARY OUSLEY	22 RUTGERS	624-4754
2 SANDY MUSZALSKI	22 RUTGERS	624-4754
3 BILL SIMS	123 MARKET ST	643-6584
4 TOM LICHTEN	123 MARKET ST	643-6584
5 JERRY ABLER	32~~3~~ 13th AVE	624-6628

Training needs of the group: SOCIAL GROUP WORK, COMMUNITY ORGANIZING, TRAINING TO LEARN HOW TO START AND OPERATE CONSUMER CO-OPERATIVES. WE ENDEAVOR TO COMMUNICATE WITH IMMEDIATE PROBLEMS STRESSING CONGENIALITY, UNDERSTANDING AND UNITY. WE ARE CONSTANTLY STRIVING TO IMPROVE THE IMAGE OF VISTA, AND LIVE UP TO THE CONFIDENCE AND FAITH THAT THE PEOPLE HAVE ENTRUSTED IN US. OUR NEEDS ARE GREAT. WE NEED MONEY FOR ALL KINDS OF SUPPLIES, TO

FINANCE TRIPS FOR THE CHILDREN, AND TO IMPROVE OUR STOREFRONT SO THAT THE CHILDREN CAN HAVE A MORE COMFORTABLE AND PLEASANT ATMOSPHERE IN WHICH TO PLAY AND LEARN.

Comments: The Overall Project Program has been operating under some trying conditions However, They have managed to come up with recordable and certainly considerable success etc. They are slowly obtaining some cooperation, However, it will be quite some time before They are able to fully realize their goal, as a Team they are strong and they are interested in there work and apply themselves rather strongly In conclusion Project is contributing a great deal toward Cominity, an Church, and is getting support from People.

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Date April 28, 1967

INFORMATION REPORT ON SOCIAL ACTION ORGANIZATIONS

Name Jamaica Plain Area Planning Action Council

Address 30 Bickford

City Jamaica Plain State Mass. Zip Code 02130

Phone 522 - 4250

OFFICERS	Name	Address	Phone
President	Milton Cole	940 Parker St.	
Vice-President	Rev. Gordon Kehner	16 Bolyston	
Secretary	Mary B. O'Connel	293 Concord	
Treasurer	Malcolm Cole	Pine St. Dover, Mass.	
Other	Jacqueline Kelly	19 St. Rose St.	
	Frances Smith	928 Parker	
	William Gaines	928 Parker	

Community Activities of the group: Community reorganization of neighborhood associations; A.P.A.C. Advisory Committees, etc. Consumer's Economics & Credit Union Community information Center; Tutorial & other Educational Projects.

Community problems as seen by the group: Police Protection; Code Equipment; Model Cities; Neighborhood reorganization; Employment; Improved Education.

— Everything.

FIVE MOST ACTIVE MEMBERS OF THE GROUP

Name	Address	Phone
1 Milton Cole	940 Parker	
2 William Gaines	928 Parker	
3 Judith Thompson	103 Day St.	
4 Francis Smith	928 Parker	
5 Jacqueline Kelly	19 St. Rose St.	

Training needs of the group:

How to chair a meeting expeditiously; a larger view of this

Social & Economic Causes of Poverty.

A Concrete Explanation of Boston Politics.

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Date September 26 - 1966

INFORMATION REPORT ON SOCIAL ACTION ORGANIZATIONS

Name Civic Interest Group of Jackson County
Address 901 Orange Street
City Marianna State Fla Zip Code 32446
Phone 4823201

OFFICERS	Name	Address	Phone
President	Guy Long	Rt 3 Box 143	482-7112
Vice-President	Elmore Bryant	901 Orange St	23201
Secretary	Ole Flynn Long	Rt 3. Box 143	482-7111
Treasurer	E. B. Swilley	104 Oak St.	482-2013
Other	H. A. Swilley	810 South Street	482 3379
	E. J. Swilley	104 Oak St	482-2013

Community Activities of the group: Taking Part in a Political Education Drive.
Conducting a get out to Vote Campaign.
How to appeal to Voters. Campaign Plans for election day and (etc)

Community problems as seen by the group: All problems that Concerns Negroes in Politics Poll Workers and the access to the problems. Bus transportation for students. General ignorance of by City government of Negro Community.

FIVE MOST ACTIVE MEMBERS OF THE GROUP

	Name	Address	Phone
1	H. A. Swilley	810 South Street	482-3379
2	Guy E. Long.	Rt 3 Box 143	482 7112
3	E. J. Swilley	104 Oak St.	482-2013
4	W. L. Cooper	290 Cattendale Rd.	482-23867
5	J. B. Swilley	810 St. Street	482-3379.

Training needs of the group: This Group need information on how to develop an Organized Group on all political activities of a Community.

Comments: Need help on Community Activities as a Negro Grouping And etc.

Our Group Will not be able to Get there until Saturday Around 9: Oclock Sat morning for the first session

Do not write in this space

Reply

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Comments:

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Ronnie Moore

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Date 8/20/66

INFORMATION REPORT ON SOCIAL ACTION ORGANIZATIONS

Name Community Information Center, Inc.

Address 308 Manning, ave

City Sumter State SC. Zip Code 29150

Phone 773-9533

OFFICERS	Name	Address	Phone
President	J. Philip Rembert	Box 1465 Sumter SC	775-2872
~~Presi~~ ok ~~Vice-President~~	Rev. W.T. Lewis	218 Manning ave ~~206 S. Purdy St~~	773-9533
Treasurer ~~Secretary~~	Eugene Johnson	522 S. Main St	773-9533
Treasurer	A. Glover	216 Manning ave.	7739882
Other	Rev. R. Canty	206 S. Purdy St	775-2263

Community Activities of the group: Jobs, voter Registration,

Community problems as seen by the group: Getting the People to work for better jobs.
② Separate leadership working against each other

FIVE MOST ACTIVE MEMBERS OF THE GROUP

Name	Address	Phone
1 J Philip Rembert	Box 1465 Sumter, S.C.	775-2872
2 Eugene Johnson	522 S. Main St	773-9533
3 Rev. Ralph Canty	206 S. Purdy St	775-2263
4 Rev. W. T. Lewis	710 Manning, ave	773-9533
5 A. Glover	316 Manning, Ave	773-9882

Training needs of the group: Poverty program, Leadership Training, Urban Renewal Small Loans, Legal Service, Med-Care.

Comments: This Community is very much divided The power Structure is dragging Their feet upon the Poverty Program

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Comments:

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150 Nassau Street
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212 - 964-8210

Date August 23, 1966

INFORMATION REPORT ON SOCIAL ACTION ORGANIZATIONS

Name Civic Interest Group
Address 216 Patton St. Quincy, Florida
City Quincy State Florida Zip Code 32351
Phone 627-8819

OFFICERS	Name	Address	Phone
President	Witt Campbell	213 E Clark St	627-6757
Vice-President	William Robinson	640 S. Roberts St.	627-6547
Secretary	Walter Cirley		
Treasurer	Dorothy Jones		627-3378
Other Asst. Sec.	Mrs. V. Kelly	216 Patton St.	627-8819
Chaplin	Albert Laney	1012 W Laura St	627-8942

Community Activities of the group: 1) Voter Registration
2) Anti Poverty 3) Desegregation of Schools

Community problems as seen by the group:

1) Motivating people to work ~~work~~ & register & vote.
2) Inadequateness of the "freedom of choice" plan as set up by HEW, i.e. the burden is placed on the parents to choose, which subjects them to harassment and intimidation.
3. Failure on the part of the negro leadership to ~~with~~ identify with the needs of the community.

FIVE MOST ACTIVE MEMBERS OF THE GROUP

	Name	Address	Phone
1	Mrs. V. Kelly	216 Patton Street, Quincy	MA 7 8879
2	Mr. Augustus McGill	Midway Florida	
3	Mr. James Palmer	392 S. Patton St., Quincy, Fla.	Ma 7-8834
4	Mrs. Dorothy Jones		MA 7-3378
5	Mr. William Robinson	~~392 S. Patton St., Quincy, Fla.~~	~~Ma 7-8834~~

Training needs of the group:

1) Information on how to conduct an active voter registration and "get out to vote" campaign
2) Information relative to the new guidelines of H.E.W. + the 1964 Civil Rights Act.
3) Leadership training
4) Any + all information that would be helpful to solving the community problems as set forth above.

Comments:____

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Comments:_________________

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Date April 12 Th. 1967

INFORMATION REPORT ON SOCIAL ACTION ORGANIZATIONS

Name W. Clarence Newton
Address (Hq) 170 N. Pearl St — (Home number) 52 First St
City Albany State New York Zip Code 12210
Phone (Hqs) 465 3347 - 465 3348 Home- 462 1489

OFFICERS	Name	Address	Phone
(Rotating Chairman) ~~President~~	Weekly	NO PRES / NO ASSt PRES	
Vice-President			
Secretary	W.C. Newton	52 First St	462 1489
Treasurer	G. Van Ness	170 N. Pearl St	465 3347 465 3348
Coordinator Other	Leon Van Dyke	170 N. Pearl St	465 3347 465 3348
Labor —	Pete Jones	Fund Com. W.C. Newton	Welfare / Leon Van Dyke
Education —	Gordon Van Ness	"Negro Cult. Sam McDowell	

Community Activities of the group: The Younger people in Community are Beginning to Respond to Activities. that the Brothers presented to the people. The Brothers, Working withen the Community Emforming the Black people to organize. We gotten Great Responds Helping them the Best We know how. People in the Community has Come foward in many Cases. The Brothers Help them to get the Hows, Whos, Whens. and the Right nows. In the Community it Younger Teens the mothers on welfare the Fathers that's Jobles who given their views Why they are glad to have us around proud to move

Community problems as seen by the group: As the Brothers see whats Happen now and the future Views within the Community. One thing for Sure We have proven to the Black and White We Mean ~~to~~ Root just As Deep than All White power. the Community Needs help And Our main problem is the poor Black an White within it. The Brothers have found outs that Aperson has to be a class (A) Salesmans. In Dealing With our Blacks Brothers, Sister and their problems, We Become touch with as if the problem were ours. Because with them the Brothers would Be just another Names. the thing is that they to or human and we are just Just as much as they. we aim to Help and Do.

FIVE MOST ACTIVE MEMBERS OF THE GROUP

Name	Address	Phone
1 Maurice Newton	189 First St. Albany NY 12211	463 2311
2 William Gibson	183 First St " "	140. 34079
3 Pete Jones	170 N. Pearl St " "	436 8395
4 Robert Dobbs	120 First St " "	465 3997 465 3348
5 Gordon Van Ness	143 Knox St. Albany NY	

→ James B. Randolph 2424 London Place, Niskayuna, NY 12309 3774862

Training needs of the group: I must Admitt We the Brothers need all the Training We Can get. Our problem is that a lots of the Brothers Work During the Day (A) organizer, (B) Social Action, (C) Welfare Organizer, Organizer Etc.

We The Brothers needs all the Development and Assistance to make all our progams Successfully. As a Member of the Brothers Anyone, Group, are Welcome At our Headquarters. We would Like to tell You What We need. Anyday

Comments: The Brothers Do Apriciate What You and Your Staff Are trying to Do, Not Only for the Brothers But for the rest the Organization across the nation.

S.E.D.F. have given me the chance to prove myself And help to improve our Organization, And Be proud to help the many poor people in our area.

It make one feels that we are all one Big family, without this type of Communications we'll never Be heard!

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Comments:_______________________

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SEDF REPRESENTATIVE

Scholarship, Education and Defense
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150 Nassau Street
New York, New York 10038
212 - 964-8210

Date 4-27-67

INFORMATION REPORT ON SOCIAL ACTION ORGANIZATIONS

Name AREA BOARD #7 WELFARE COMMITTEE

Address 307 NO 6th St.

City NEWARK State N.J Zip Code 07107

Phone

OFFICERS	Name	Address	Phone
President	ANN DAVIS	368 6th Ave	
Vice-President	PAT ASH	No 13th St.	
Secretary			
Treasurer			
Other			

Community Activities of the group:

THIS WELFARE GROUP HAS JUST GOTTEN TOGETHER. ORIGINALLY THE GROUP WAS COMPOSED OF WELFARE MOTHERS WHO WERE BEING CHEATED ON WELFARE CHECKS THE GROUP NOW FORMED IS TRYING TO BUILD UP A WELFARE ORGANIZATION TO GET OTHER MOTHERS INVOLVED. THEY ARE PLANNING TO START BUYING CLUBS, CLOTHING EXCHANGES, AND EVENTUALLY A DAY CARE CENTER. I AM TRYING TO GET THEM INVOLVED WITH OTHER WELFARE GROUPS IN THE CITY TO REALLY MAKE THE GROUP MEANINGFUL

Community problems as seen by the group: INADEQUATE HOUSING
CORNER STORES CHEATING THEM. WELFARE PAYMENTS INADEQUATE
CASEWORKERS BEING ABUSIVE, SCHOOLS IN AREA NOT DOING THE
JOB. DAYCARE CENTERS NOT AVAILABLE

FIVE MOST ACTIVE MEMBERS OF THE GROUP

Name	Address	Phone
1 ANN DAVIS	368 6th AVE NEWARK N.J.	
2 PAT ASH	No 13th St. NEWARK N.J.	
3 MRS WHITE	No 13th st. "	
4 MRS KEY	6th AVE "	
5 MRS BARCLAY	6th AVE "	

Training needs of the group: SENSITIVITY ON A SMALL BASIS
HOW TO SHOW OTHER PEOPLE WHAT THEIR RIGHTS ARE
HOW TO KNOW WHAT THEIR OWN RIGHTS ARE. BE ABLE TO
UNDERSTAND THE POWER THEY CAN GET BY ORGANIZING.
AWARENESS OF THEMSELVES.

Comments:____

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Comments:____________________

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SEDF REPRESENTATIVE

Scholarship, Education and Defense
Fund for Racial Equality, Inc.
150 Nassau Street
New York, New York 10038
212 - 964-8210

Date 4-27-67

INFORMATION REPORT ON SOCIAL ACTION ORGANIZATIONS

Name Area Board #7 Welfare Committee
Address 307 No. 6th St.
City Newark, State N. J. Zip Code
Phone

OFFICERS	Name	Address	Phone
President	Ann Dows	368 6th Ave	
Vice-President	Pat Ash	N. 13th St	
Secretary			
Treasurer			
Other			

Community Activities of the group: This welfare group has just gotten togeather. Originally the group was composed of welfare mothers who were being cheated on welfare checks. The group formed is trying to build up a welfare organization to get other mothers involved. They are planning to start buying clubs, clothing exchanges, and eventually a day care center. I am trying to get them involved with other welfare groups in the city to really make the group meaningful

Community problems as seen by the group: Inadequate housing Corner stores Cheating them. welfare payments inadequate Caseworkers being abusive, Schools in area not doing the Job. Day care centers not available.

FIVE MOST ACTIVE MEMBERS OF THE GROUP

	Name	Address	Phone
1	Ann Dons	368 6th ave Newark, N.J.	
2	Pat Ash	N. 13th St Newark, N.J.	
3	Mrs. White	N 13th St "	
4	Mrs. Key	6th ave "	
5	Mrs. Barclay	6th ave "	

Training needs of the group: Sensativity on a small basis how to show other people what their rights are and how to know what their own rights are. Be able to understand the power they they can have by organizing awareness to themselves.

Comments:

Do not write in this space

Reply

Workshop

Comments:

SEDF REPRESENTATIVE

Scholarship, Education and Defense
Fund for Racial Equality, Inc.
150 Nassau Street
New York, New York 10038
212 - 964-8210

Date 4-27-67

INFORMATION REPORT ON SOCIAL ACTION ORGANIZATIONS

Name AREA BOARD #7 WELFARE COMMITTEE

Address 307 No 6th ST.

City NEWARK State N. J. Zip Code

Phone

OFFICERS	Name	Address	Phone
President	ANN DAVIS	368 6th AVE	
Vice-President	PAT ASH	No 13th ST.	
Secretary			
Treasurer			
Other			

Community Activities of the group:

THIS WELFARE GROUP HAS JUST GOTTEN TOGETHER. ORIGINALLY THE GROUP WAS COMPOSED OF WELFARE MOTHERS WHO WERE BEING CHEATED ON WELFARE CHECKS. THE GROUP NOW FORMED IS TRYING TO BUILD UP A WELFARE ORGANIZATION TO GET OTHER MOTHERS INVOLVED, THEY ARE PLANNING TO START BUYING CLUBS, CLOTHING EXCHANGES AND EVENTUALLY DAY CARE CENTERS, I AM TRYING TO GET THEM INVOLVED WITH OTHER WELFARE GROUPS IN THE CITY TO REALLY MAKE THE GROUP MEANINGFUL.

Community problems as seen by the group: INADEQUATE HOUSING CORNER STORES CHEATING THEM. WELFARE PAYMENT INADEQUATE CASEWORKERS BEING ABUSIVE, SHOOLS IN AREA NOT DOING THE JOB, DAYCARE CENTERS NOT AVAILABLE

FIVE MOST ACTIVE MEMBERS OF THE GROUP

Name	Address	Phone
1 ANN DAVIS	368 6th AVE NEWARK N.J.	
2 PAT ASH	No 13th ST. " "	
3 MRS WHITE	No 13th ST. " "	
4 MRS KEY	6th AVE " "	
5		

Training needs of the group: SENSITIVITY ON A SMALL BASIS HOW TO SHOW OTHER PEOPLE WHAT THEIR RIGHTS ARE. HOW TO KNOW WHAT THEIR OWN RIGHTS ARE. BE ABLE TO UNDERSTAND THE POWER THEY CAN GET BY ORGANIZING. AWARNESS OF THEMSELVES.

Comments:____

Do not write in this space

Reply____________________

Workshop____________________

Comments:____________________

____

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Comments:

Do not write in this space
Reply
Workshop

Comments:

SEDF REPRESENTATIVE

Mss 546 SEDFRE

Reports, 1965-1968

Box 21
Folder 11

State Historical Society of Wisconsin

Please Retain Original Order

CORE Scholarship, Education and
Defense Fund, Inc.
150 Nassau Street, Room 1312
New York, New York 10038

September 20, 1965

LEADERSHIP DEVELOPMENT - MEMO NO. 2

From: Marvin Rich

These ideas are set down as a basis for discussion. They are not to be considered fixed in any way. Rather they are designed to take us beyond the statement of the problem in the previous memo.

Students

Students should consist of staff members and active group leaders. There must be a real commitment to return to the group, to use information and skills, and to continue learning. Recruitment should probably be done on a formal and publicized basis (participants in the Nyack conference of LID were picked by staff. This lead to frictions within the chapters after the program ended). The application form should include space for civil rights references. Is this too bureaucratic? Publicity should emphasize that enrollment will be limited.

The general approach by the school to the students should emphasize that the Institute is only a beginning and the students must follow up on their own. Further, this training will not solve all the problems. Students cannot return to their groups and consider themselves an elite. Yet, they must be made to feel that what they learn is important.

Faculty

Faculty must obviously be knowledgable in their subject matter. They must also be able to establish good rapport with members of the institute. One or two faculty members or guest lecturers should have "big names" to help give students a sense of importance.

Format

Series of 5 week-end workshops in Philosophy, Legal Framework, Staff Techniques, Community Organization and Social and Economic Organizations. Work-shops will be about one month apart.

Each series will be repeated in five communities; will begin on a staggered basis. Thus the series might begin in New Orleans inNovember and end in March while it might well begin in February in Washington, D. C. Staggered basis will permit evaluation and improvement during the semester.

We could probably arrange to meet in churches with a minimum rental.

Written materials will be needed as will be some audio-visual materials.

What about a second semester? In one or two of the subjects we can probably do all we need in one course. But in others, there may be a need for a second or even a third semester.

- more -

Suggested Courses

These obviously will be somewhat modified to fit the special needs of the various sections of the country. However, there ought to be some attempt to give Southerners a bit of an understanding of northern problems. Northerners should also know something of the difficulties of organizing in rural areas, etc.

(1) Constitution and the Legal Framework
- The Constitution as a source of strength--1st, 14th & 15th Amendments - Limitations
- The voting laws of '57, '60, '64 and '65
- The civil rights law of '64--emphasis on FEPC section, Use of the remand provision
- The poverty program
- Housing Executive Order
- Working with Federal agencies - problems and methods
  - Municipal codes and citizen rights
  - Disorderlyconduct
  - Trespass
  - What the individual rights are when arrested
  - Housing and sanitary codes
  - Fighting City Hall and winning

(2) Staff Techniques
- Organizing a meeting
- Public relations
- Fund Raising
- Reports and evaluations from the field
- Research
- Use of complaints and affidavits

(3) Community Organization
- Group dynamics
- Organization of interest groups
- Ghetto problems) Relating organizing methods to
- Rural areas) community problems
- Youth problems)
- Need for immediate success vs illusory nature of success
- Spotting and developing leaders

(4) Political, Social and Economic Structures -- Alliances
With whom? For what? Short vs. long term?

(a) Trade Unions--their function, purpose, methods of operation, their relationship to the industry they serve and section of the country; ways of working with the trade union movement; ways of developing support and understanding

- more -

(b) Churches -- social framework and history
Individual church organizations with which we can work.

(c) Civil Rights Movement itself--history, role, method of organization and achievements of NAACP, CORE, SCLC, SNCC, Urban League, etc.

(d) Government Agencies -- U. S. Commission on Civil Rights; Community Relations Service of the Department of Commerce; OEO; Economic Opportunities Commission;--Who do you go to for what.

(5) Seminar on the Philosophy of the Movement
Nonviolence - Philosophy or tactic?
Nationalism
Movement vs. organization
Role of whites and Negroes

Cost and Funding

A tentative budget follows. It is conservative. Travel could go higher. There is no allocation for faculty salary or for long distance phone or telegram. Is this too unrealistic?

Where can we get funding. Should we develop a relationship with a university with the hope of securing OEO money? Should we try to secure the funds from one of the major foundations?

BUDGET

Administration	$ 8,000.00	
Secretarial	4,500.00	
Travel (Staff) 25x$450	11,250.00	
Faculty Salary		
Room and Board (students)	4,000.00	
Rent, phone	1,500.00	
Two (2) week-long workshops	5,000.00	
Supplies and Books	2,000.00	
Travel for Students	1,000.00	$37,250.00
Plus 10% Administrative Charge		3,725.00
	Total	$40,975.00

[1966?]

TO: Marvin Rich, Executive Director

FROM: Ronnie M. Moore

RE: Evaluation of first Leadership Development Workshop

Our first workshop in series of four, for Louisiana and Mississippi community leaders, was held on January 8 and 9, 1966, at the Gulfside Methodist Assembly in Waveland, Mississippi.

It was impossible to begin earlier than 11:am Saturday due to tardiness of the students. By this time, 15 of the 42 persons attending the workshop session had arrived. Instead of holding two workshops as planned, we changed the scheduled morning workshops into a two hour session. We discussed the U.S. Constitution as a source of strength and the relationship of the 1964 Civil Rights Act to it.

During lunch, 27 students arrived. At 2:pm we started two simultaneous workshop sessions. The community leaders who represented Madison County, Mississippi, and Claiborne, Ouachita, Jackson, Webster, Concordia, East Feliciana, St. Landry, Orleans, and Washington Parishes of Louisiana, expressed the desire for flexibility in the program. The other workshops included explanations and discussions on Title 6 and Title 7 of the 1964 Civil Rights Act, the Voting Rights Act, and Presidential Executive Orders on housing and employment.

In the general assemblies, we discussed the prospectus and ways and means of improving it. We also gave a great deal of attention to a discussion on local community problems. Attorneys were asked questions such as: "how can we prevent local people from losing their jobs? being taken off welfare or old age pensions? having their homes bombed? and how can we defeat the efforts of the KKK?" The participants felt that although there are just a few answers at the present moment to many of their questions, the greatest challenge at hand is to take what they have learned in the workshop and apply it to the problems of their local communities. They thought that long range community action programs could be initiated. And with CORE Scholarship Education and Defense Fund, Inc., providing in the subsequent workshop sessions the tools needed for the development of such programs, the students adopted an optimistic outlook on community development. There were other concerns as well.

Mrs. Annie Devine, of Canton, Mississippi, felt that she would like a historical knowledge of the Negro race, and more knowledge of the history and politics of the state.

Mrs. Monette Travis,of MFDP, feels that she and the people of her community should be educated on the past and present programs of the movement and should have as much information as possible on all activities.

Mr. John Zipper, of 412 Westwego Street, Opelousas, Louisiana, age 21 CORE- task force worker, felt that one of the problems in getting the community to move was a lack of programs to attract people. He felt that a leader should motivate participation by all members at their level of greatest capacity. A leader should also be able to be articulate and communicate with the group.

Cont'd.

CONT'D.

As a result of the first workshop, we are now vividly aware of the following problems:

(1) We need additional staff members to recruit and work with participants before and after the workshops.

(2) Resource persons must be interviewed before being accepted on the basis of academic attainments and experience. In particular, it is clear that we must be cautious about whom we use as resource persons from the government. Howard Glickstein, Chief Counsel of U.S. Commission on Civil Rights and Charles Duncan, Chief Counsel of the Equal Employment Opportunity Commission were knowledgeable, sensitive to community problems, and very careful not to be defensive in terms of governmental policies, powers, and politics. On the other hand, the United States Department of Agriculture representive did not fit the bill. He was new, and was uninformed as to the methods of operation and policies of the national, state, and local units of his agency. He knew the information covered in the departmental publications, but he didn't know that although one booklet referred to Negro county agents, there happen not to be any in Louisiana and Mississippi.

(3) In order to obtain maximum participation of students in group discussion, each workshop should be chaired by a participant rather than a resource person.

(4) More audio-visual aids should be used.

(5) Written materials should be rewritten in simple and concise lay language.

(6) Staff members who attend workshops should not turn a session into a dog fight between themselves and resource persons, leaving the community people out of the discussion.

Our next workshop entitled "Economic Dimensions of Civil Rights" will be held on February 5-6, 1966, and as requested by the students, it will be held in Mount Beulah, Mississippi, instead of Waveland.

We have sent Kenny Johnson, a former Louisiana civil rights field worker and now a student at Bard College assigned to SEDF for his field-study period, to Louisiana and Mississippi to recruit a few additional students and develop follow-up .

To make sure that we get persons from government who know the ropes and who hold decision-making positions, I recently went to Washington, D.C. I talked to people in OEO, U.S. Department of Labor, U.S. Department of Housing and Urban Development, U.S. Commission on Civil Rights, and other agencies. I told them frankly about our problems and experiences in Waveland, without pulling punches. They displayed eagerness to participate and to send their best in terms of knowledge, aptitude and integrity.

To make sure that resource persons from private groups are aware of our concerns and fears, I am interviewing them before using them in future workshops. I shall talk to them and at the same time, judge their usefulness to us. We shall select students as discussion leaders. The workshop leader will be in charge of keeping resource persons in line and avoiding theoretical hang-ups.

Before using films we are viewing them in our office. We are asking resource people to bring visual aids with them. In Mount Beulah, we shall also use opaque projectors to take materials included in kits and project them, enlarged, for discussion.

CONT'D.

We are in the process of rewriting materials. Mrs. Victor Friedman, a professional editor, has accepted the task of doing this on a volunteer basis.

Staff members have agreed to take the back seat and let the community people lead. Staff people realize theoretically that the future of the civil rights movement depends on the development of local indigenous leadership. However, we are not taking chances. We are limiting staff to a quota of 10 people in a total enrollment of sixty workshop participants.

At the conclusion of the weekend program, we spent two hours in an evaluation session. The 42 students were very happy that SEDF is sponsoring such a program. They felt that in the February session we should concentrate on the anti-poverty program, with relatively little emphasis on the other subjects outlined in the prospectus.

The ages of the participants ranged from 16 to 51, with the exception of two, age 63 and 84.

NAMES OF ORGANIZATIONS AND THE AMOUNT OF PEOPLE WHO REPRESENTED THEM:

CLAIBORNE PARISH CIVIL LEAGUE	2
NAACP	3
CORE	9
YOUNG DEMOCRATS OF EAST CARROLL	2
BOGALUSA YOUTH ORGANIZATION	2
EAST FELICIANS COMMUNITY CLUB	4
UNITED CHRISTIAN FREEDOM MOVEMENT	2
CHILD DEVELOPMENT GROUP OF MISSISSIPPI	4
MFDP	2
FERRIDAY FREEDOM MOVEMENT	2
BOGALUSA CIVIC & VOTER LEAGUE	2
DEACONS OF DEFENSE JUSTICE	2
LOCAL 624	4

AGES

Under 21	8
22 - 29	11
30 - 39	12
40 - 49	5
50 & over	6

We firmly feel that the program is a great one. The need for it is tremendous. Its imperfections can be alleviated through revision, modification, and elimination.

The greatest asset of the program is flexibility. We can change subject matter, emphasis, location, and resource persons. The students demand that this attribute definitely be retained.

2-4-66

SCHOLARSHIP, EDUCATION, AND DEFENSE FUND FOR RACIAL EQUALITY, INC.
150 NASSAU STREET
NYC 10038

TO: Marvin Rich, Executive Director

FROM: Ronnie M. Moore, Leadership Development Director

RE: Second Workshop in Louisiana-Mississippi Leadership Training Series, "Economic Dimensions of Civil Rights"

The workshop was held on the weekend of February 5-6, 1966 at the Mount Beulah Conference Center in Edwards, Mississippi. Attendance: 69. Thirty-one of the 42 students attending the first session returned. Twenty-nine new students from the same areas and representing organizations of the original participants joined the series. Nine representatives from three other organizations (see attached chart) also joined the series.

The weekend atmosphere was full of enthusiasm, interest, and frustration. In general, the students were very pleased with the program and described the session as one of high practical value and effectiveness. Although I agree some of the participants were hostile toward some of the resource persons, federal programs were discussed, evaluated, and in many cases, constructively criticized.

In spite of some difficulty in communication between students and governmental representatives due to a lack of comprehension on both sides, techniques and methods of utilizing federal resources were explored and reviewed at various sessions. The tension was due primarily to the indecision of the Office of Economic Opportunity on the application of the Child Development Group of Mississippi for funds. Funds have now been approved and we can anticipate less tension at our workshop on March 12 - 13, 1966. The tension led to discussion on how to make Washington move in spite of internal and external political problems. As long as the workshops consist of "beefing and thinking," I shall consider them effective and successful.

I was greatly impressed with the performance of Dr. Frances Piven, Assistant Professor of Social Work at Columbia Universit David Stauloff, housing consultant and a member of Planners for Equal Opportunity, Tom Leven, organizer of Child Development Group of Mississippi and a member of Medical Committee on Human Rights. They were excellent at guiding the frustration of the students toward constructive planning for community action. Mary Weaver, Program Analysis Officer and William Page Regional Director, both of U.S. Department of Health, Education, and Welfare were exceptionally helpful.

John Zippert, CORE worker from Opelousas, Louisiana stated, "Ronnie, it was great improvement over the last session in Waveland." William Page of HEW had this to say, "Generally, I found the workshop at Mount Beulah most useful, and I am glad I had the opportunity to attend. One of the major barriers to me was the lack of communication between the federal program personnel and the CORE participants. Each spoke from different frames of reference in terms of organizational, occupational and methodological factors. The participants were earnestly concerned with the disadvantaged individual and family -- with some attention to neighborhoods. On the other hand, the federal program people are accustomed to thinking mostly in terms of systems, of inter-government administration, of programs, and application of HEW programs to total prpulation."

Mary Weaver of HEW had this to say "I think the workshops were highly useful and was greatly impressed with energy, active discussion and sustained interest of the participants. I still think, however, that your schedule is too tight. In order not to waste time by wandering as far afield as we did at times and to assure participants that they will (or will not) have a chance to raise their questions at a more proper time, the workshop leaders will have to exercise more control than they did. The leader in the Health, Education, and Welfare and Employment Service workshops was very passive until just about closing time. The housing leader was better. Since I don't know anything about the selection, experience or orientation of the workshop leaders, if you have not already done so you might wish to give them some more help to improve their skills. The discussion of program operations at the grass roots level was enlightening. We seldom have the opportunity to get direct public reactions."

"Tom Levin, had this to say " My primary response to the workshop was to reinforce the impression I have maintained during the last two years of the maturity of CORE's approach to community organization and staff function. I was impressed by the general calibre of the participants in the workshops. Nevertheless, I would like to suggest smaller groups. In the small groups the materials could be worked out starting from where the participants are at rather than requiring them to attempt to relate on a level which is not meaningful. Homogeneous grouping around general categories of beginner, intermediate and advanced, might be attempted."

Frances Piven stated " As I understand it, the workshops have a dual purpose: 1) to help organizers in the "How to do it" of using government programs 2) to expose the weaknesses or deficiencies of these programs as an aspect of the political education of organizers. This is, of course, a difficult charge. It seems to me that you should carefully select federal programs on some basis of priorty determined by the participants. Having selected given programs for intensive exploitation, "how to do it" could be better accomplished with handbooks, made up for each state jurisdiction for the selected programs, and detailing instructions from the point of view of an organizer having to work his way up. The preparation of handboods that take account of local problems, local government practices, and federal opportunities is not easy. This might become a summer project for the professional groups affiliated with the movement."

It seems to me that we are going to do a lot of work exploring federal programs administered by the U.S. Department of Health, Education, and Welfare and the Office of Economic Opportunity. I plan to spend more time meeting and talking to various persons who are employed by governmental agencies. On the basis of such interviews, we shall make requests.

We are in the process of allowing more time in our weekend schedule for small group discussion on "how to do." We plan to spend considerable time on techniques of implementing governmental programs.

At our next session, we shall loosen up our schedule. We shall meet Friday evening on March 11, 1966 with the discussion leaders to train them regarding their role at the workshops on Saturday and Sunday. We are taking into consideration the suggestion made by Tom Levin, on the formation of smaller homogeneous groups. We plan to have a special week-end session to train discussion leaders. This session will be conducted by Max Birenbaum, Director of Education and Training of the American Jewish Committee.

We are continuing to develop written materials for use in local communities. which will be useful and understandable. In the future, we plan to send information kits out to the students before the workshop. We hope this will better prepare the students for discussion and evaluation.

			NO. PRESENT	
ORGANIZATIONS	PARISH or COUNTY	STATE	-JAN	FEB
NAACP	St. Landry	LA.	3	6
MFDP	Hinds	Miss.	3	10
Deacons for Defense and Justice	Bogulusa	LA.	2	3
Bogulusa Voter League	"	LA.	4	4
Local 624	"	"	6	6
Claiborne Parish League	Claiborne	"	2	11
East Feliciana Community Relief	E. Feliciana	"	3	2
Madison Parish Registered and get Registered Voter League	Madison	"	0	3
Young Democrats of East Carroll	E. Carroll	"	2	3
Bougulusa Youth Organization	Bogulusa	"	2	3
United Christian Freedom Movement	Webster	"	2	2
Ferriday Freedom Movement	Monroe	"	0	2
Local 831		"	9	2
CORE staff		"	0	4
Jonesboro Youth Group Louisiana & Jackson Parish		"	2	4
CDGM		Miss.	2	4
			42 -	69

FEBRUARY WORKSHOP PARTICIPANTS

Occupations:		AGES:	
Students -	17	Under 21 -	22
unemployed	11	22 - 29	8
unskilled	21	30 - 39	21
skilled	13	40 - 49	7
professional	7	50 and over	11
			69

[February 1966]

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Bougulusa Youth Organization	Bogulusa	"	2	3
United Christian Freedom Movement	Webster	"	2	2
Ferriday Freedom Movement	Monroe	"	0	2
Local 831		"	9	2
CORE staff		"	0	4
Jonesboro Youth Group Louisiana & Jackson Parish		"	2	4
CDGM		Miss.	2	4
			42	- 69

FEBRUARY WORKSHOP PARTICIPANTS

Occupations:		AGES:	
Students -	17	Under 21 -	22
unemployed	11	22 - 29	8
unskilled	21	30 - 39	21
skilled	13	40 - 49	7
professional	7	50 and over	11
			69

[June 22, 1966]

Scholarship, Education and Defense Fund
for Racial Equality, Inc.
150 Nassau Street
NYC 10038

TO: Marvin Rich, Executive Director

FROM: Ronnie M. Moore, Leadership Development Director

RE: Evaluation of the Louisiana-Mississippi Leadership Training Series

The Louisiana-Mississippi Leadership Training Series was our first. It helped me to look at the Civil Rights Movement from an entirely different standpoint. For nearly five years I spent most of my time helping local groups carry on various activities, e.g. (voter registration, boycotts, freedom schools, jail-ins, etc.) In some cases, I helped the local groups do whatever they wanted to do. In other cases, CORE staff and I did things for them. The SEDF workshops drove home to me more clearly than ever before the need to train local groups to help themselves.

The leadership training series consisted of four (4) weekend workshops at monthly intervals. At each workshop the agenda for the following workshop was discussed and modified to meet the interest of the participants. The first workshop was entitled the "Legal View of Civil Rights and Liberties." During that weekend, we discussed the following:

1- U. S. Constitution as a source of strength
2- Voting Rights Laws
3- Civil Rights Act of 1964
4- The Presidential Executive Orders
5- Police and Crime

In addition to the above subjects, we covered the responsibilities, structure, personnel, powers and attitudes of the U.S. Department of Justice, U. S. Commission on Civil Rights, and U.S. Equal Employment Opportunity Commission.

The second workshop was entitled "Economic Dimensions of Civil Rights." Most of the time that weekend was spent relating case histories of the Anti-Poverty Program to the descriptions provided by the agency representative. Students reviewed the needs of their communities, and how programs administered by the Office of Economic Opportunity were meeting, or were not meeting their needs. Other sessions covered labor unions, employment, housing, and education. The participants attempted to develop strategies aimed at solving the problems of poverty in their communities. A lot of time was spent in discussing public welfare problems.

The third workshop dealt with the broad subject of Community Organization. From the jump, we must admit that no one can teach community organization in one (1) weekend. Nevertheless, we did a good job in covering the following subjects:

1- Community Analysis
2- Citizen Involvement
3- Involving the Middle Class
4- Management of Conflict
5- Self-Advancement Activities
6- Operational Strategies

Community organization was taught by comparing case histories and looking for common successful elements.

The fourth and final workshop was entitled "Developing Community Work Skills." Discussion centered around leadership techniques, for example, working with unions, working with government agencies, public relations, and fund raising. No workshop of this nature could end without giving some attention to organizational affiliations. The participants wanted to know how should they work, or how could they work, with churches, civil rights groups, college campus, and other private or public institutions. Students also were interested in exploring the philosophical trends of our present day civil rights struggle. Persons talked about non-violence, black nationalism, and other ideologies.

On the whole, our resource persons were excellent. The resource persons included the following:

Charles Duncan, General Counsel of Equal Employment Opportunity Commission, Howard Glickstein, General Counsel, United States Commission on Civil Rights, Frances Piven, Assistant Professor of Social Work, Columbia University, Mary Weaver, with the office of Program Analysis, Department of Health, Education, and Welfare, David Dennis, SEDFRE, Field Assistant, Norman Hill, Legislative Representative, AFL-CIO. These persons aided the trainees in exploring the issued closest to them.

As we concluded the workshop series in the deep south, I raised the following questions with resource persons, participants, and myself:

1- What did we do best?
2- What did we do worst?
3- What should we do to improve the program?

What did we do best? - We brought together an excellent staff of resource persons from private and governmental organizations in a workshop setting to discuss the issues of our time with laymen of heterogenous backgrounds and cultural experiences. We helped the participants to acquire more knowledge of law, federal economic programs and community organization. We stimulated a desire to learn by providing a setting for thoughtful discussion with qualified resource persons. The local leaders themselves, pointed out the inadequate abilities of their groups to deal with the challenge of citizen involvement and community mobilization.

The films were very useful and the written materials, although not in the simplest lay language, were extremely valuable. Students were able within the general frame work to organize their workshop agenda. The flexibility allowed the students to tell us what they wanted and, in most cases, we were able to fulfill their requests.

More important than anything else, we provided an opportunity for an interesting interchange of ideas and methods. This interplay gave the resource persons and students a chance to evaluate the direction of the Civil Rights Movement and to analyze and learn techniques, methods and approaches of achieving the goals of the freedom struggle.

The sustained attendance indicates that the participants found the series useful. I believe our program is as successful as any in the nation in securing the continued support of participants. The average student attendance was 52.5 for the weekend series. The participants came from 16 different local and national groups. Our records indicate that 24 of the original 42 attended all 4 workshops and most students attended 3 workshops with the remainder attending one or two.

We had our problems. We could have done a better job in recruitment and pre-planning. It is imperative that we know more about the students before they attend the workshops. We must know more about their educational levels, subject interest and field experience. This knowledge would aid us to reduce the heterogenous complexity of the group. However, flexibility of the program was an asset in this regard.

Mrs. Annie Devine, CORE task force worker in Canton, Mississippi pointed out the need for extensive research on federal programs and legislation regarding poverty and Civil Rights. She requested that the research material be fed to participants through frequent written communications in addition to the workshops. This suggestion supports the idea of an information service to local community action groups. Norman Hill, Legislative Representative of the Industrial Union Department, AFL-CIO stated, " I think the leadership training program is tremendously important and perhaps the most relevant aspect of SEDF's program." William J. Page, Jr., Regional Director of the Department of Health, Education, and Welfare stated, "I found the workshop highly constructive, and I think we can work together toward improvement of the contribution and participation of all personnel who will be involved in workshops occurring later in the series." Steven Lowenstein, Deputy Special Assistant to the Director of the Office of Economic Opportunity stated: "The meetings were obviously a success and provided an excellent opportunity for community leaders to share ideas, frustrations, and enthusiasm. There were many fine suggestions and comments made and I would hate to think that these were lost. I would suggest that it might be a good idea to have someone take notes and to distribute the more important and interesting comments to those who attended."

Robert Hicks, Vice President of Bogulusa Voter League stated, "The topics covered in the workshops were very carefully worked out to speak to the needs of local people."

Improving the Program In the country today, there are thousands of local groups which need more help in terms of information and advice. Our training program provided the information but it was weak in providing on-going advisory assistance to the local groups participating in the program.

I recommend that we institute the following to help bridge this gap:

(1) A community service program which would provide personnel to do follow-up work to our leadership training series. The follow-up work will consist of sponsoring local workshops and helping local groups to define their training needs.

(2) An information service- There is a need for local groups to receive in lay language written materials on civil rights legislation, federal economic programs, techniques and methods in community organization and other subjects.

We plan to give more intensive and detailed attention to subjects where students concentrate most of their efforts. Students who are working mostly on housing problems want to know about housing. The same thing goes for labor, voter registration and so on. We plan to allow more time for specialization. Here again, students will be grouped according to subject interest at each session. Flexibility is pointed out as one of the great assets of our program.

The Leadership Training Series for Louisiana and Mississippi should be supplemented with specialized workshops including the following:

(1) Federal Programs- Exploration of economic programs supported directly or indirectly by federal government. This should include areas of housing, employment, and poverty.

(2) Public Welfare - Study responsibilities, regulations, structure, and powers of welfare agencies. Careful examination of welfare benefits and rights. This should also include discussion of organizing the poor.

(3) Labor Unions- Introduction to the structure, operations, and affairs of unions. Also discussion on the labor laws, anti-discrimination legislation, and labor organizing.

(4) Rural Problems - Working with farmers and educating them as to existing federal programs designed to help them. A further introduction to private groups set up to aid farmers will also be given.

As I look back at the series, I readily agree with those who claimed that we tried to cram too much in the course. However, I believe that more specialization may help solve the problem of cramming. The specialized subject matter will be designed for smaller groups, and this will increase participation in discussions. It will tend to make our groups more homogeneous.

The invaluable nature of our training endeavor cannot be over emphasized. Many participants were attending workshops for their first time. Others were veterans. Everyone requested additional training institutes for smaller geographic areas. Expansion is essential.

6-22-66

		NUMBER OF STUDENTS PRESENT			
ORGANIZATIONS	STATE	JAN.	FEB.	MAR.	APRIL
NAACP	LA.	3	6	2	1
MFDP	MISS.	3	10	3	2
DEACONS FOR DEFENSE & JUSTICE	LA.	2	3	3	4
LOCAL 624	"	4	4	2	3
CLAIBORNE PARISH LEAGUE	"	6	6	5	0
E.F. RELIEF FUND	"	2	11	9	5
MADISON VOTER LEAGUE	"	3	2	6	3
E.C. YOUNG DEMOCRATS	"	0	3	5	2
BOGULUSA YOUTH GROUP	"	2	3	3	4
UNITED CHRISTIAN FREEDOM MOVEMENT	"	2	3	2	3
FERRIDAY FREEDOM MOVEMENT	"	0	2	2	3
LOCAL 831 UNITED PAPERWORKERS	"	7	2	5	3
CORE STAFF	"	0	4	2	2
JONESBORO YOUTH GROUP	"	4	2	5	3
CDGM	MISS.	2	4	2	2
BOGULUSA VOTER LEAGUE	LA.	2	4	2	1
		42	69	58	41

OCCUPATIONS:	STUDENTS	UNEMPLOYED	UNSKILLED	SKILLED	PROFESSIONAL
January	11	8	16	4	3
February	17	11	21	13	7
March	12	10	22	8	6
April	9	7	20	3	2

AGES	UNDER 21	22 - 29	30 - 39	40 - 49	50 and over
January	8	11	12	5	6
February	17	8	21	7	11
March	12	10	21	9	6
April	7	10	19	1	4

[n.d.]

SCHOLARSHIP, EDUCATION AND DEFENSE FUND
FOR RACIAL EQUALITY, INC.
150 Nassau St.
NYC 10038
Phone: (212) 964-8210

TO: Marvin Rich, Executive Director

FROM: Ronnie M. Moore, Leadership Development Director

RE: Evaluation of the Discussion Leaders' Institute

In our initial endeavor to train trainers, we called together 21 persons who had been discussions leaders in our leadership training series. The participants came to the Institute in Alexandria, Va., May 7 and 8 from various states in the South Atlantic Region and from South Carolina, Florida, Louisiana and Mississippi. Discussion leaders had been faced with the following problems:

1- How to stimulate interest
2- How to get everyone involved
3- How to get people talking
4- How to stop persons from dominating the discussion
5- How to keep the attention of the group on the beam
6- How to reach a group consensus
7- How to persuade without antagonizing
8- How to get feed-back
9- How to form an agenda
10- How to remove the responsibility of covering the items on the agenda from the discussion leader to the group

These and other problems were confronted by discussion leaders as they attempted to get members of our various workshops to absorb, evaluate, and meaningfully use the information presented by resource persons from public and private institutions.

The enrollment was as follows: South Carolina 3, Louisiana 3, Florida 4, New York 4, Mississippi 7. Resource persons were Dr. Max Birnbaum, Director of Education and Training for the American Jewish Committee; Mrs. Betti Whaley, Associate Director of Personnel, National Urban League.

Techniques and methods of solving these problems were illustrated by demonstration, analysis and training through role playing. Students were taught how to hold effective group discussions through live group situations, and observations, rather than through lecture.

The workshop began with the participants describing the problems they face as discussion leaders in our leadership training workshops. Max Birnbaum served as chairman. After the discussion had proceeded to a certain point, Max then had the group look at his role as chairman during the discussion period. The group then began to analyze Max's demonstration as chairman of the session. Criticisms were voiced.

Betti Whaley aided the group in defining the do's and don'ts of discussion leaders, using Max as an example. These procedures were repeated several times. Role-playing was used to get the group to deal with the problems they face in our various workshops. One person was used to play the role of a dominating member of the group. Another was used to get the group off the beam. And so forth.

Students were used a discussion leaders and were trained how to meet live situations with effectiveness.

Discussion leaders were taught how to be directive and how to be non-directive. They were taught how to throw the responsibility from the chairman to the group, in order to solve problems facing the group in the discussion. Observers were used to watch the group in process, and to notice the effectiveness of the discussion leader. It was a rewarding experience for everyone attending. Discussion leaders left with the intention of exposing members of their local organization to the same experience.

I saw persons develop positively, not only as group leaders, but as individuals. I have been in many workshops, but never before have I seen a group discussion wherein each member participated and made valuable contributions.

Report

8 August 1966

Memo To: Marvin Rich, Executive Director

From: Ronnie M. Moore, Leadership Development Director

Re: The State of CORE

In 1960 I became active in the civil rights struggle through personal contact with represantatives of the Congress of Racial Equality. It was CORE that attracted me from the conservative life of Southern University to the sit-in movement of the early 60's. It was CORE that took me away from the class room and led me to the streets of conservative Louisiana demanding justice, equal protection under the law, and believing firmly in the theme of the movement "We Shall Overcome". For years I believed in CORE. I believed firmly enough to spend nearly nine months in and out of jails and being arrested a total of eighteen times throughout the South. I believed in CORE deeply enough to risk my personal liberty, playing with jail sentences and criminal charges ranging from criminal mischief to a felony of criminal anarchy, which carries nearly ten years in the state penitentiary under the Louisiana law.

I say these things, not to point out my personal sacrifices, but to merely emphasize that I am one among thousands in the country who worked for freedom under the banner of CORE risking excessive bails up to $30,000, but holding firmly that CORE was the organization that was going to lead the under-privileged Americans out of poverty and injustice. Long before Floyd McKissek convened the 23rd annual convention of CORE, I had decided that the spirit, commitment, attitudes and sacrifices that had made CORE, had long died. It began to die when members of the National Action Council refused to honor the desires of field staff. It started when members like Jim Peck, who was beaten in Alabama and ripped across the face with a knife necessitating 57 stiches, was fired without being notified. It continued when Jerome Smith, Freedom Rider, who received brain injuries in the McComb, Mississippi incident, was fired without notice. The list could go on and the names would include Rudolph Lombard; Dave Dennis; Richard Haley and continue with those who were fired or who left CORE because they realized CORE was changing.

8 August 1966

It was changing in personalities, policies and principles. The big question that now comes up is "What did I see at the convention in Baltimore"? First obviously, I did not see those persons I previously mentioned. Secondly, I did not hear anyone speak about non-violence. I would like to point out here, that I am and have always been in favor of self-defense of ones home, but I have always held that direct action which includes picketing, mass demonstrations, etc., must be non-violent. Not only for philosophical reasons must this exist, but it must exist for practical reasons. I know the reality of non-violence because I have worked in the South and I have inhaled tear gas. I have witnessed police brutality; I have ducked bullets, therefore, I know when it was wise to pick up guns and when it was wise to be non-violent. A man who says shoot at all times even on picket lines is either an idiot or a damn fool. It was a peculiar thing at the convention for persons I had never seen anywhere within the past five years, to call me a sell-out because I worked for SEDF. More insane than this accusation was the statement that SEDF is responsible for CORE's financial situation. I know the invalidity of this attitude of many CORE members on the NAC and in the National Office. These persons have yet to direct a summer project in the South with 75% of the funds coming from SEDF. I know, I directed three; in 1963, '64 and '65.

The most depressing thing at the convention was CORE's new National Director, Floyd McKissek. It is difficult for me to describe this man. He is irrational, ignorant and uninformed. The man has yet to say something, just one thing, that would help CORE. He reminds me of a Southerner who stands before Federal troops about to enforce a Federal Court Order on school desegregation and he says "Never". Floyd, by-stepping his slum lordeestates in North Carolina, and his well-to-do legal practice for many years, came to CORE with the intention, as he puts it, "To help CORE out of its financial situation and to give it new programmatic direction".

It is strange that as he took office he also took a $4,000 increase in salary over his predecessor James Farmer. He took this raise when task force workers in the South, who were making $25 a week, had not been paid in months. In many ways Floyd is like a Southern politician. He has stacked the National Office with persons who agree with him or rather, who fear to disagree with him. He has fired those who have implicitly or overtly opposed his actions or his rulings. This is clearly exemplified in the recent resignation of Herb Callendar. Herb, an outstanding field secretary of the Northeastern Region of the country and who had been with CORE for a long time, finally decided that CORE was not the same and could not be the same as long as certain personalities remained in control of the organizations affairs. Therefore, he resigned. Now CORE, as a national organization, has no other choice than to join with the radical wing of the civil rights struggle which has no direction and lacks programmatic objectives. CORE must join with SNCC and CORE must yell slogans like Black Power. Ike Reynolds often points out that on the James Meredith March through Mississippi, some of the most outstanding supporters of black power were the white members of the march. Ike says that he saw fifteen Jewish girls yelling and applauding and crying out "Black Power". The slogan was the only bit of life left in CORE; everything else is dead.

What we need today is not slogans, but we need men and groups with dedicated purposes and with a willingness to accept the challenge of heard work aimed at developing indigenous local leadership.

Report

with [illegible] memo

[Sept. 1966]

FINDINGS ON THE CALIFORNIA, LOUISIANA, [redacted] TRIP

During the period of August 20th to September 2, 1966, I visited the Bay Area and Los Angeles Area of California and the northern-central and Florida Parishes of Louisiana. My findings were depressing and disturbing. First of all, it is obvious that National CORE is non-existent insofar as staff and chapters are concerned. National CORE does not serve its subordinate components with neither financial or advisory assistance. Floyd McKissek is absolutely incredible. I shall not attempt to deal with personalities at this time.

Nevertheless, Lou Smith, the only staff member on the West Coast, and Ike Reynolds, Bruce Baines, Henry Brown and John Zippert of Louisiana will continue to work depending on local groups for subsistance. The Mississippi staff members will do likewise. Lou Smith will attempt to set up a regional structure consisting of chapters on the West Coast to carry out local chapter programs. Ike Reynolds called a staff meeting over the Labor Day weekend to discuss the situation. Staff will attempt to organize and set up regional independent offices leaving Floyd and "his" national office as our nation's irrational noise box, which is doomed to die a fast death. Both chapters and staff are looking to SEDF for help.

In the areas of legal aid and training the field needs are as follows: (1) Local groups must be periodically contacted and trained in many areas. (2) Regional structures will need some loose, national coordination through SEDF training efforts. (Information, workshops, and other methods of communication and education) (3) Local groups will periodically need to make contact with national organizations for help beyond those programs offered by SEDF. (brokers, national boycotts, pressure on gonvernmental agencies, etc.) This became apparent when I talked to people at the co-op in Opelousas, Louisiana. Although John Zippert had done an excellent job in organizing the co-op, there was a need to contact brokers to sell the sweet potatoes for the co-op. There was also a need to borrow large sums of money to pay the farmers when the bring their sweet potatoes in rather than to ask them to wait for payment until the brokers sell the potatoes. It is great to see guys like Lou Smith, John Zippert and Ike Reynolds still holding on.

RECOMMENDATIONS: (1) Lou Smith should be taken on staff for the next six months to coordinate training activities for the California Leadership Training series. He should be given a retainer of $150 a month, which will include all expenses, personal and occupational. Reimbursement of expenses beyond his fee will be up to him to secure from local groups at his own risk. (2) John Zippert should be taken on staff to continue his cooperative education project. He should be taken on indefinitely and should be paid a retainer of $100 a month on the same basis as Lou Smith is paid. (3) Ike Reynolds should not be taken on staff even on the retainer basis, since his present plans are not quite clear. (4) SEDF should set up a regional office in Tallahassee, Florida, staffed by Spiver Gordon with the understanding that he will be assisted occasionally by John Zippert and members of our South Carolina staff. With so many regional offices in the South, it is unrealistic to expect local groups to call our New York Office. Those groups will not feel close to us. The initial argument against such an office is money. Therefore, I suggest the following arrangements:

(1) Spiver Gordon has agreed to use one room in his house for office purposes. (2) Clerical work should be restricted and it must be done on a volunteer basis. (3) The New York Office will remain the coordinating and planning center for all activities. (4) The regional office and recruitment budget will be as follows: (a)

(a) Telephone	$ 10
(b) Statinnery and stamps	10
(c) Car lease	129
(d) Gas and food	125
	$274

(If necessary, when Spiver Gordon is traveling outside the state of Florida and lodging is required, additional money will be given.)

If recruitment is done systematically, then contacts should be made state by state. Florida, Louisiana, Mississippi, Alabama, Georgia, Maryland, North Carolina, Virginia, Tennessee, Arkansas and Texas respectively. Recruitment will be directed by the Leadership Development Director and Spiver Gordon will move in accordance with his judgment and with the suggestions of the head of the training program.

SEDFRE **INTER-OFFICE MEMO**

To: Marvin Rich, Executive Director

From: Ronnie M. Moore, Director, Leadership Development Program

Subject: Report on Leadership Training Activities, September, 1965 through May 2, 1967

Before September, 1965 SEDFRE had periodically supported training activities under the auspices of other organizations. Since that time, SEDFRE has sponsored its own Leadership Development Program. From September to December, 1965, I spent most of my time in the field interviewing civil rights activists and citizen-leaders as to their training needs in the areas of law, urban problems, community organization and leadership techniques.

On the basis of my findings and the recommendations of our Leadership Training Advisory Committee, SEDFRE began its program in January, 1966 using the "series" format which usually consists of four weekend workshops, one month apart. The attached schedule on workshops clearly describes the development of our program in the past fifteen months. During this period we trained 299 citizen-leaders in four mobile leadership series, 2,337 in 42 specialized seminars and 180 in Training Trainers Institutes. Our participants have come from approximately twenty states and they are now active in nearly 500 local organizations.

Several outstanding accomplishments of our endeavor should be noted:

1. 14 Candidates who attended our Citizenship Education Workshops, have been elected to county Democratic Party committees, city and county school boards and city and county councils. Odd but yet significant, one was elected magistrate and another Road Commissioner in the State of South Carolina.

2. 15 of our trainees are running Sensitivity Training Sessions for local groups and poverty corporations. Four of these persons attended, under our sponsorship, the national training laboratories institutes at the University of Southern Utah, Cedar City, in August, 1966.

3. The Executive Director and Program Committee of the Puerto Rican Community Development Corporation have recommended to their Board of Directors to contract with us to conduct a weekend workshop on organizational development, using the Sensitivity Training method. We expect final approval by Wednesday May 3, 1967.

I am delighted to state our programs have been very successful. Our future plans are summarized as follows:

1. 30 One Day Seminars on leadership techniques and urban problems - six in each of the following cities:
    - Boston
    - Philadelphia
    - Syracuse
    - Baltimore
    - New York
2. School Board Members Institute - July 6-9, 1967
3. Sensitivity Training Session for the Board of Directors of the Puerto Rican Community Development Corporation (tentative) - June 10th or 17th, 1967.

Our proposal to the Ford Foundation describes other aspects of our Leadership Development Program for the years 1967 through 1970.

Ronnie M. Moore
Director, Leadership Development

RMM:at

SCHEDULE OF SEDFRE COMPLETED WORKSHOPS

TITLE	DATE	DURATION	LOCATION	PARTICIPANTS	DESCRIPTION
MOBILE LEADERSHIP SERIES					
Louisiana - Mississippi	Jan.-April 1966	4 Weekends one month apart	Edwards, Miss.	78 Indigenous leaders and field staff of national civil rights organizations working in States of La. and Miss.	Series consists of weekend seminars on law, urban probl community organization and leadership techniques.
Mid-Atlantic	Feb.-May 1966	4 Weekends one month apart	Norma, N. J.	68 Community activists from the Mid-Atlantic Region	Same as above
So. Carolina - Florida	Apr.-July 1966	4 Weekends one month apart	Frogmore, So. Caro.	73 Trainees from States of So. Caro. and Florida	Same as above.
California	Nov.-Apr. 1966-67	6 Weekend Workshops	Camp deBenneville Pines, Angeles Oaks, Calif.	80 Community activists from State of California	Same as above.
SPECIALIZED SEMINARS					
1) Sensitivity Training	Sept. 1965	7 Days	Beacon, N. Y.	25 Field staff of national civil rights organizations	Sensitivity training focuses attention on individual small group and organizational problems in community decision-making and action. The aim is to promote more effective group analysis and action.
	Dec., 1966	Weekend	Baltimore, Md.	68 Citizen-leaders	
	Nov., 1966	Weekend	Suffolk County, NY	77 Citizen-leaders	
2) Discussion Leaders Inst.	May, 1966	Weekend	Alexandria, Va.	25 Citizen-leaders from several states in North, East and South.	Institute covered techniques of holding effective group discussions with emphasis on the role of the chairman and group dynamics.
3) Citizenship Education					
Southern Regional	July, 1966	5 Days	Frogmore, So. Carolina	130 In our regional and state seminars, the participants are campaign workers and candidates for public office.	Citizenship education workshops are a practical introductory course to public affairs, including study of the political process and how to use it to achieve change.
Fla. State	Sept., 1966	Weekend	Jacksonville, Fla.	57	
So. Caro. "	Nov., 1966	Weekend	Frogmore, So. Caro.	62	
La. State	Dec., 1966	Weekend	Plaquemine, La.	58	

TITLE	DATE	DURATION	LOCATION	PARTICIPANTS	DESCRIPTION
3) Citizenship Education (cont'd.)					
Key Counties Fla., La., So. Carol	Jan.-July 1967	1 Day	30 Key counties in Fla., La. and So. Carolina	50 Political activists were trained in each county.	Described on Page One.
4) Voter Registration Conferences	May, 1966 [illegible], 1966	1 Day 1 Day	Tallahassee, Fla. Plaquemine, La.	64 46 Citizen-leaders interested in conducting voter registration campaigns.	Conferences dealt with essentials of getting unregistered voters on the registration books. Emphasis was on canvassing, transportation, follow-up and use of voting machines.
5) Community Organization	July, 1966	5 Days	Baltimore, Md.	125 Citizen-leaders	Problems of community organization were discussed using the case-study method and emphasizing organizing principles including community analysis, management of conflict and operational strategies.
6) Co-operative Structure and Management	July, 1966	1 Day	Jackson, Miss.	100 Citizen-leaders of the Poor Peoples Corp.	Workshop provided indigenous leaders with an introduction to the structure, problems and administration of co-operatives.
TRAINING TRAINERS INSTITUTES	Feb., 1967 Apr., 1967 Apr., 1967	Weekend " "	Wappinger Falls, N.Y. Beacon, N.Y. Linwood, N. J.	60 Citizen-leaders " "	Training Trainers Institutes trained active community leaders to develop emerging leaders in their communities.

4/27/67

COPY

LEADERSHIP DEVELOPMENT PROGRAM BUDGET

	1967-68	1968-69	1969-70	1970-71
Administration				
Direction (Salaries, Benefits & Expenses for Dir. & Assoc.)	$25,250	$26,250	$27,250	$
Clerical Assistance	11,500	11,800	12,100	
Field Staff - 3 (Salaries, Benefits & Expenses)	31,800	34,000	36,000	
Office Expenses	6,500	6,500	7,000	
I. Mobile Leadership Development Series ($6,000 ea.)	36,000	36,000	36,000	
II. Training Trainers Institute	25,000	25,000	25,000	
III. Specialized Seminars (5 Weekend @ $2,000 ea., 2 Week-Long @ $10,000 ea.)	30,000	30,000	30,000	
IV. Urban Training Center	23,200	24,000	24,800	
Materials Development				
Staff (Salaries, Benefits & Other Expenses for Staff and Secretary)	16,500	17,300	18,100	
Manuals and Mimeographed Materials	10,500	12,000	12,000	
Audio-Visual Aids	10,000	5,000	5,000	
Film Purchases and Rentals	2,500	1,250	1,250	
Eleanor Roosevelt Scholarship Program Budget				
The four year budget would be as follows:*				
Renewals of Eleanor Roosevelt Scholarships	45,000	60,000	60,000	60,000
New Eleanor Roosevelt Scholarships	30,000	25,000	25,000	25,000
Second Start Scholarships	17,500	52,500	52,500	52,500
Salaries & Expenses (Counseling & Clerical)	15,000	15,000	15,000	15,000
Travel	3,000	3,000	3,000	3,000
Subtotal	$339,250	$384,600	$390,000	$155,500
Surcharge 10%	33,925	38,460	39,000	15,550
	$373,175	$423,060	$429,000	$171,050

*This budget is based on an estimated turnover of 15 graduates a year. The number of graduates is hard to calculate, some students having already accumulated college credits when they are awarded a scholarship. Also, there is variation in the requirements of the college depending on whether they operate on the semester, trimester or quarter system.

SEDFRE expects to raise funds from other sources to increase the number of grantees over this period and to pay the college costs of students who do not complete their studies within the time limits of the grant.

5/2/67
at

SEDFRE **INTER-OFFICE MEMO**

To: Marvin Rich May 23, 1967

From: Ronnie Moore

Re: Report and Comments on Trip of May 15 through 21, 1967 in the South

I. Conversation with Spiver Gordon

Spiver and I spent some time in New Orleans, Plaquemine and St Francisville, Louisiana. I got a good feel of what's happening politically in the state. Negroes in West Feliciana Parish plan to take about 60 to 75% of the public offices which will be up for election in November, 1967. Speculation is keen that a Negro sheriff will be elected and Negroes will be elected to the police jury, school board and Democratic Parish Committee. The state legislature recently passed a law extending the electoral boundaries for the Senate and House of Representatives, therefore making it impossible for a Negro to be elected in West Feliciana Parish to any state position. I made a promise that SEDF would train any Negro who is running for public office in an area where his election is probable.

It seems to me that Gov. McKeitham will, no doubt, appoint members of the Negro elite as delagates to the 1968 Democratic National Convention. The impact of such appointments will no doubt mean that McKeitham, the Longs, Victor Bussie and Cam~~m~~ille Gravel will remain in political power for the next few years. In terms of Negro participation in Louisiana political life, I think several things must be done:

1. They must be encouraged to run for public office.
2. They must be assured that SEDFRE will train them.
3. They must be exposed to the idea of political alliances and coalitions.

It is my opinion that our training efforts should consist of:

1. On-the-job training - which is primarily taking a newly elected public official and matching him with someone who has been in public office, to exchange ideas, knowledge and skills over a period of two to three weeks.
2. More specialized seminars on a regional basis which will cover such subjects as city government, county government and the judiciary.

Additional talks with Spiver and others led to more ideas on the direction of our leadership training program. We talked about the welfare workshops and mobile series for the states of Alabama, Georgia, Virginia and others. This sort of sums up what happened in Louisiana with one exception. Spiver is tired and would like to spend more time closer to home and would like to take one week's vacation July 10 thru 17 and one week's vacation with pay.

II. Houston, Texas

It seemed like I picked the very best time of the year to go to Houston. Students at Texas Southern University were rioting against police officers. The riot was, no doubt, a protest. I visited the campus. The scene was very familiar. It looked like Plaquemine, Louisiana in Sept., 1963 ~~with~~ when Klansmen were deputized to stop non-violent demonstrations and to enforce federal injunctions issued against CORE by federal Judge E. Gordon West. I spent something like five or six hours listening to students tell stories of police brutality. I listened carefully to hear something new but unfortunately, the same stories were told over and over again.

In spite of it all a need for training became evident. The campus community was foreign to the Negro community of Houston and both communities were foreign to the white community. Houston, like many other cities, needs communication, that is a constant dialogue among students, knowledgeable Americans and persons in power who can do something about the ills of our society. Maybe SEDFRE should set up community relations project in Houston and similar cities.

Away from the riot and back to the School Board Seminar I talked to four school board officials in the cities of Beaumont, Houston and LaMarque, Texas. They agreed to attend the workshop. Mr. Charles White has agreed to serve as a resource person. He has been on the school board for nearly eight years.

what city

R. Moore

RMM:at

SEDFRE INTER-OFFICE MEMO

To: Marvin Rich June 14, 1967

From: Ronnie Moore

Subject: Report on Trip - June 10 through June 13, 1967

On Saturday, June 10, Bill Gellermann and I conducted a Sensitivity Training Session for community activists in Springfield, Mass. The Seminar was a part of our North Atlantic Training Trainers Series.

On Sunday, June 11, I flew to Capahosic, Virginia to attend a leadership conference sponsored by the Voter Education Project of the Southern Regional Council. The conference was so damn conservative it made the Klansmen of the South look like liberals. However, it was a great learning experience. Bayard Rustin keynoted the meeting with an informative and inspiring speech, entitled, Analysis of the Civil Rights Movement. Bayard talked about three periods; before 1954, the period for citizenship and protection; 1954-65, the period of equal access to public accommodations and facilities through protest; 1965 until ......, a period of political organization, political action, designed to secure jobs, housing and schools. It is in this period that there will be a need for coalitions, compromises and conciliations. Well, as you know, Bayard is a great strategist but he has a lot of difficulty in becoming a technician. Attached you will find a list of persons who attended the conference, a VEP news publication, and a list of persons making up the VEP Advisory Committee.

A few things that I considered very important coming out of the meeting were:

1. VEP has received money from the Ford Foundation and $50,000 from the Mary Reynolds Babcock Foundation in Winston-Salem, No. Caro. The project expects support next year from the New York Foundation.

2. VEP will do limited leadership training but we should count on the project to develop materials. VEP expects to develop a "Know Your Government" manual in the 12 southern states. It has produced an elementary booklet entitled, "How to Conduct a Registration Campaign" and a pamphlet which struck me as rather strange called, "Know Your Rights."

3. We can expect about $3000-$4000 in financial support from VEP for our SBS.

4. It seems to me that Vernon must count on us to do the Citizenship Education Programs in the South, with emphasis on those counties where Negroes outnumber whites and where there is a possibility of Negro/liberal white coalitions. I got some ideas for developing our CE prospectus with both one-day and ? one week formats.

5. I don't think that we should expect VEP to fund in any degree our So. Caro. Voter Registration Program. VEP is setting up

Item 5. (continued)

its own projects in So. Carolina, Arkansas and No. Caro.

After living by the river, breathing fresh air and catching fish I went to Washington, D.C. I talked with Dr. Edward Brice, (Confidential Administrative Assistant to the Secretary of HEW) concerning our School Board Seminar. Dr. Brice will be in charge of working with us on the Seminar and selecting governmental resource persons to participate. ~~Edward~~ Dr. Brice worked out an agenda for the SBS and we discussed potential resource persons. He agreed to send me a list of government publications and a list of audio-visual aids available for me to select. The government will even purchase other materials for our use in the School Board Workshop. I agreed to send him a copy of the first draft of the agenda for his comments, etc. Dr. Brice will attend the entire conference. He and I will preview the films and review the materials in early July before making final decisions.

I will arrange the trip to Washington arrangements at the same time that I plan to visit the Airlie House for finalizing plans on the SBS. Dr. Brice also agreed to arrange a luncheon for me and the governmental resource persons so we can discuss needs of participants and correct approach to meet these needs. The luncheon should be in early August and I would like you to attend, if you can find the time and other reasons to be in Washington then.

I am working on the agenda now and will send it to you in a matter of days.

At 4 p.m. the same day (Tuesday, June 13th) I met with Mrs. Curt Mial of the National Training Laboratories and discussed the following:

1. SEDFRE cooperation with associates of NTL.
2. NTL's participation in our Training Trainers Institute in 1968.
3. Working with NTL associates in conducting sensitivity training sessions with poverty groups.
4. Working with NTL's Washington staff in designing demonstration projects for funding by governmental agencies.
5. I got $600 in scholarships (raised it from $500 to $600) for an SEDFRE 5-man training team to attend NTL's Institute at the University of Maine in Bethel, Maine on July 9-21.

Mrs. Mial answered affirmatively in each of the above areas. We should sit down and discuss the issues that should be on the agenda at our next meeting with Mr. Curt Mial, who is NTL's Director in charge of community development

Ronnie /ai
Ronnie M. Moore

RMM:at

To: Marvin Rich, Executive Director

From: Ronnie M. Moore, Director, Leadership Development

Subject: Evaluation of Police-Community Relations Laboratory Workshop
held September 22-24, 1967 in Plainview, Long Island, New York

Sponsored by: Scholarship, Education and Defense Fund for Racial Equality, Inc.
150 Nassau Street - Room 1030, New York, New York 10038
Telephone: (212) 964-8210

November 30, 1967

Marvin Rich
Re: Evaluation of Police-Community Relations Workshop
September 22-24, 1967

November 30, 1967
Page One

The weekend of September 22-24, 1967, SEDFRE sponsored a seminar for thirty policemen and citizen-leaders from Suffolk and Nassau Counties, at the Pickwick Motor Inn in Plainview, Long Island. The sessions began Friday night and ended Sunday at noon. The participants included Negro and white moderates, Black Nationalists and conservatives. Individual philosophies ranged from black revolution to gradualism. Underlying this idealogical diversity was the sincere desire to understand the complexity of the issues in human relations that confront America's major cities, and to communicate with each other in spite of personal frustrations and deeply opinionated principles.

Like most loosely structured seminars, the sessions began with everyone desiring to be heard, rather than to communicate. The group started by allowing unlimited mike time to the ones who could yell the loudest and ignoring the members who would rather remain silent than to engage in boisterous monologue. Tempers flared and voices uttered strange and abusive sounds which I gradually translated into words. The verbal utterances shocked me but I heard persons talk about how their outlooks on life were products of a neurotic society. One black young man, with all the stereotype features of a Negro, told how he felt to be black and suddenly discover, at the age of 16, that his birth certificate says he is white. An elderly black woman talked about how she must distrust white folks because of her early memories of KKK atrocities, yet her faith in God demands that she love them. A Puerto Rican police officer constantly said, "You must turn loose the past in order to live in the present." He had, at the same time, found difficulty in understanding his ethnic identity and found refuge in believing that people are people.

There were many emotional and often uncontrollable developments during the formal sessions. A young white girl, when faced by the pseudo hatred of a young Muslim, broke down emotionally as she attempted to comprehend his feelings, yet at the same time, desiring to get closer to him. Another Negro man told a white female, "I would like to be your friend, but I am afraid to." Today that fear is very realistic in both White America and the Black Ghetto.

The participants, finding themselves in a unique situation where endless dialogue was permitted to flow, kept hammering away inwardly and outwardly at each other. Discussion continued into late and early morning hours. At times I felt that the formal sessions were fruitless. When will the fighting stop, and listening, reaching out, and collaborating begin.

Friday night ended and the Saturday morning and afternoon sessions proceeded in the same direction - verbal lashing.

A strange development - originally, we anticipated persons would talk about police-community relations. However, in less than two hours of the first session, the talk shifted from policemen and community people to deeper dimensions of the human phenomenon - black-white, rich-poor, degrees of integrity and introspection. As the workshop began with persons discussing whether or not police officers should legally have discretion in making arrests, many interesting remarks were made. Some said, "No discretion." Police officers began to challenge this contention saying, "Should laws be so rigid that the human beings who enforce them must become a machine?" In light of this question the participants soon agreed that they were not talking about the degree of discretion given to police officers, but they were talking about the caliber of policemen.

The tensions of the world apparently have made it very difficult for people to live. For example, one black man walked into the group and immediately he was asked by a young man from the ghetto, "Who are you, are you a professor? How many degrees you got?" The guy replied, "Why?" The ghetto kid said, "You look smart." The verbal exchange continued - the guy admitted, "I have two degrees, a Ph.D. in mathematics and a Ph.D. in nuclear physics." The young man from the ghetto said, "That figures." I intervened and said, "Why are you attacking this guy for having spent most of his life studying hard and trying to learn?" The ghetto kid replied, "Well, he went to the white man's school." Someone yelled, "How do you know? Maybe he went to Howard University!" Another person said, "Would you like to get a degree?" The kid replied, "I had an opportunity to go to college but I turned it down. Yes, I'd like to get a degree so I could make a better living." Then a shocking comment was made, "To me, the issue is not class, but jealousy." Someone else said, "How do you feel not having a degree and being in this group?" There was silence for a few moments and then the kid replied, "Fine, just fine."

There were constant clashes around cultural backgrounds, race, social walls and status. In the midst of the flaring emotions, a Negro police officer found himself in a terrible bind. He began to question members of the group by asking, "When do I stop reaching out? This kid doesn't read me; I want to talk to him about hatred, he doesn't want to hear me. He claims that he feels nothing, even when a little girl is sitting next to him crying, saying, "Please don't hate me." "At what point do I write him off? I don't want to write him off but somewhere up the line I gotta do it."

It didn't take me long to recognize the policemen weren't united and community activists were far from being together. In the conference room, life that exists in every American city, was being acted out - hatred, anger, frustration, tears and closed minds, eyes and ears.

Baffled Staff

The four trainers who had become a part of the community, rather

Baffled Staff - (continued)

than observers, began to feel a heavy responsibility to pull the community together. We operate on the premise that in spite of our differences everyone wants to reach out and act affirmatively toward making life, liberty and the pursuit of happiness a reality for everyone. However, our views, methods, fears and distrust prevent us from creating a community or learning situation where we can grow, study, think and work together. The staff evaluated the group and its use of the guidelines anchored in sensitivity training, and group conversation techniques. It was concluded that learning about essentials of group development is often painful and maybe by dividing the group in half, it may increase the chances of effective communication and maximum participation. It was agreed to divide the group and to suggest laboratory exercises of group observing group, hand touching, hugging and the trust circle which entails having the individual close his eyes, with feet flat to the floor, and leaning back so that you are pushed around, being touched by everyone in your circle.

Use of Exercises

The exercises which began with laughter and play, gradually got serious, with persons realizing the good feelings of getting close and attempting to accept each other in spite of differences. Suddenly, persons began to share their positive feelings. One black man, who was an ex-convict, and a resident of the black ghetto, said, "I never thought I could spend a weekend with police officers and enjoy it." A black teenage male said, "Although I am from the ghetto and I am poor, I can still give all folks a fair chance to be my friend." This was a breakthrough in getting the group to set aside some of its differences and move toward cohesiveness.

I was convinced that in future sessions, not only will we include laboratory exercises, but also games. I said to myself, "Maybe if we could learn to play together, we might learn to live together."

False World

As Saturday night ended, many participants were happy and felt that they had made gains in cutting through the garbage of behavioral turmoil and reaching friendliness - a good basis for building human, community and intergroup relations. However, others became skeptical. "This is false," said one, "It's not this way on the outside," cried another. Yet, someone replied, "Whatever exists on the outside is because we make it that way." Was it false? No one can answer that. However, we can say, if we conclude that the reaching out was false, what about the negative feelings? Were they false also? The fact about feelings is that in all cases there is both fact and fiction . Rarely do community leaders come together and express their emotions in an atmosphere where feedback is possible and anticipated, and thereby making personal growth a possibility.

Informal Sessions

To assess all the happenings in a group is impossible because the group constantly moves. Many thoughts and feelings are shared in the private rooms, personal chats, coffee breaks, and meals, which are never revealed in the formal sessions. It is difficult to determine what is more important - the formal or the informal. I think that they are interdependent. Reactions are provoked in the formal sessions and explored in the informal and, no doubt, the reverse occurs. I do know that before my eyes, throat cutters put down their knives, actors stopped performing and attitudes changed. Some believe that when a group is forced to live together for a weekend and exposed to exercises of human contact, encouraged to examine their feelings, they will get closer and care for each other. Whether it is so or not, I think dialogue, if guided through sensitivity training methods, can lead to personal change.

Use of Video Tape

We were reluctant to use video tape in fear that it would prevent the participants, especially the police officers, from being free and open. We discussed how to introduce the equipment in order to secure consensus approval. Many suggestions were knocked around.

> Do we guarantee that it will not be shown without the approval of everyone present?
>
> Do we discuss our fears in a fishbowl and then deal with the reactions of the participants?
>
> Do we state that if anyone doesn't like what he said or did, he can erase it from the tape?

Questions and talk continued. Finally, the staff decided, why not set the video equipment, then start the sessions and when it is felt that sessions are well on the way, start the equipment. At that point, if we sense a change in the mood of the group or someone objects, then we can discuss. We decided to follow this course of action. It worked. No one objected. No one raised any questions and, as far as we know, no one cared and everyone accepted it as an innocent learning instrument.

We recorded the highlights of the formal sessions and at free time hours we made it available for the participants to review and discuss. We helped them to look at themselves and think about how they felt about themselves. Their remarks and reactions became the subject matter for discussion.

What Did We Accomplish

1. In the group, we ended polarization between the policemen and the community activists and got the participants to relate to each other as individuals. Persons began to challenge each other on issues and less on color or creeds.
2. By Sunday morning, communication was possible without yelling and conflict. Norms of respect, honesty and freedom were established and therefore effective communication was made possible. This enabled the group to discuss police-community relations objectively and rationally.
3. Sharing of the problems faced by police officers within the department, was made possible and community leaders listened and tried to understand the community of the men in blue and their fears and human desires.
4. Exchange of realities and responsibilities and how different persons see it, depending on which side of the fence they are on.
5. Decrease in defensiveness and a realization that my truth is not necessarily the truth.
6. Closeness and friendship among the participants.
7. Persons trying to assess what has happened within themselves and desiring to retain the personal experiences which they considered valuable.

What Did We Do Least Well?

One young black nationalist completely withdrew, having found that his friends, who had brought him to the workshop, saw hope in an integrated society. I remembered how he resisted to the end, saying, "I hate," yet at the same time, privately admitting to his friends, "you understand, I could not afford to openly admit anything in that group." Whether he admitted to the group or not, it is important that he at least is beginning to admit it to himself.

There was a need for more structure and more time could have been spent on lecture, analysis and focused discussion. I suggest that we use more non-verbal laboratory exercises and that discussion time be allowed for persons to talk about the issues that arose in the informal sessions.

We should select a broader spectrum of community people - newspapermen, businessmen and members of PTA chapters.

Potential

On a regular basis we can run weekend seminars with a different group of police officers and community leaders at each session. The workshops on group conversation could be supplemented with cognitive sessions on law enforcement, community relations, urban problems and constitutional law. The hope that eventually all police officers on the force and a wide selection of ghetto residents will experience the human encounters. The program should train 100 group leaders, developing 50 teams, with one policeman and one community activist, who will run sessions on community relations in the police academy, police precincts, churches, restaurants, bars, pool rooms and local organizations.

This is needed in Suffolk and Nassau Counties. SEDFRE could seek federal funding to set up a year-long demonstration project. This will necessitate organizing a training center for citizen-leaders and policemen to come for lecture and laboratory training on community change.

Suggested Format

3 Months	-	Training Trainers
6 Months		Field Work
3 Months		Follow-up Field Work and Evaluation

There is no doubt that the intra-organizational problems, policies and methodological approaches of dealing with prejudice and police brutality differ greatly, depending on whether you are working within the Police Department or within a local organization. The only way of increasing appreciation and comprehension of all the problems involved, is to form police-community teams.

Intergroup communication is by no means a substitute for community programming. However, it is an essential and integral part of effective public programming and governmental action. Communication is the first step in bridging the gap between the ghetto and the outer community. The workshops are not cultural exchange efforts but rather genuine shoulder-rubbing and that is communication at its best.

RMM:at

[February 1968]

file under

MINIPORT

TO: Marvin Rich

FROM: Nils R. Douglas

RE: S. R. C & A. Philip Randolph Institute Meet
February 23-25, 1968

The institute started the p. m. of Friday 23rd and a prior committment to my family prevented my being there for the pre-institute informalities.

On Saturday, the day of my arrival I met Samuels and Carlton Pecot in the Atlanta airport on the way to a Regional Political meet called by Pecot in Jackson. Samuels presence with Pecot raised a question since Pecot is a long standing political figure of sorts and of question. The suspicion was answered when I later found that Samuels had been chosen by Vernon Jordan to head the Louisiana V. E. P. The selection was a surprise to me since I had discussed the creation of the post with Vernon, Rougeau and Morial. Nonetheless, Samuels who is from Iberville Parish seems able (not "a qualified Negro.") I found out from Pecot that A. C. Davis, Morial, Henry Dejoie and Avery Alexander were staying at the Regency and the sessions of the Democratic meeting were at the Dinkler Hotel. I was curious about the nature of the Democratic meet. The Atlanta Constitutions report of the previous nights Democratic session disclosed no great happenings.

Among the people I talked with at the S. R. C. - A.P.R. institute were Norman Hill, Rougeau, Vernon Jordan, Father McKnight, Pat Miller, John Lewis, Vivian Henderson , Col. Miller and others.

I was aware that there was some relationship between Helen Mervis(of New Orleans, C.R. C. Community Relations Council of which I am an inactive board Member) and S. R. C. The relationship now became clear. She is a board member of S.R.C. I suspect that her hand was felt in shaping the New Orleans program of S.R.C. (held on March 1&2 in New Orleans.) Dr. Dent introduced Julian Bond, the dinner speaker and not only did Dent give a speech but he counterbalanced the innuendoes of Bond. The contrast, though present was subtle and not grasped.

I only talked briefly with Father McKnight perhaps out of lack of confidence caused by the candid remarks he made about Negro lawyers when he testified in the Sobol Case. Many Negroes lawyers responded totally in the negative.

The relationship of Pat Miller, director of the Louisiana Commission on Human Relations to S.R.C. became clear when I saw her in Atlanta. She strikes me as the tea type.

I saw Norman Hill - in spite of our previous meeting - at - meetings I find I don't know him well or at all. I understand he is the number two man at the Randolph Institute now.

I talked with Vernon Jordan and learned for the first time that my assignment on the New Orleans program had been switched. I was not to appear with Julian Bond & Barbara Jordan but was to prepare a paper on the duties of police jurors in a panel with Attorney Israel Augustine. Augustine, a longtime board member of Helen's group C.R.C. I now knew was being pushed by Helen. I performed my new assignment with competence but without distinction or enthusiasm. Murphy Bell was on the same panel. I was delighted to serve with him and a little chagrined that he was representing Rap Brown.

Rougeau related his investigation of the South Carolina episode (?) wherein 3 college students were killed. His conclusions vindicated mine that this is the last summer for riots. Please see attachment for a related point.

On Saturday night I went to the Democratic meet. It performed on a low key. There were an abundance of Negroes. The Negro members of the Atlanta legislature were conspicuous by their absence. No satisfactory answers were given. Feedback on the success of that meeting were less than positive.

The seminars at the S.R.C. meet were well integrated. The age level was pretty high and the views were moderate to conservative. I attended the sessions on Citizenship Participation and Public Leadership. The discussions were not candid in part because of the failure of anyone to bell the cat and in part because that was not the purpose of the meet. While I can, say what was not the purpose I can't say what was the purpose. Col. Miller happened to be in both seminars and both initiated some ideas and responded to some. I got the impression that he represented a point of view on the S.R.C. board sympathetic but .....

Sincerely,

Nils

NILS R. DOUGLAS

FIELD REPORT

July 28 - August 3, 1968

To: Ronnie Moore and Marvin Rich

From: Kenny Johnson

Re: Newark, New Jersey voter registration and political education campaign.

What has happened since I arrived here:

A lot has heppened since I've been here. I arrived in Newark, Sun. July 28, 1968. Since that time a citizens committee to elect Donald Tucker has been established, and is beginning to function effectively. A store front to serve as an office and campaign headquarters has been set up. An intensive voter registration drive has been established and is beginning to function. In the one week that I have been here 150 persons have been contacted, 85 of whom are not registered.

Newark has a system of decentralized registration. The first of a series of dates for registration has been set up. A large number of those persons contacted this week will register Monday night, August 5, 1968.

Day to day chronology:

Sunday July 28:

After a series of mix-ups I was finally able to sit down with Donald Tucker (Black candidate for City Councilman from the East Ward) and Jim Walker (one of two campaign managers) to discuss in a general orientation session the many problems confronting Newark, the strategies and tactics that could and would be used in the campaign, and a number of other issues.

Monday July 29:

Most of Monday was spent setting up the store front that is being used as an office and campaign headquarters.

On Monday night I attended the general membership meeting of the East

Ward Civic and Social Organization. From this meeting emerged the Citizens For Tucker Committee.

Tuesday July 30:

The entire day was spent with Shirley Lacey, meeting important contacts in the East Ward and the rest of Newark. This day spent with Shirley was also of value in that Shirley was able to provide me with certain bits of data that Donald Tucker and Jim Walker had not supplied. A list of these contacts have been attached to this report.

Wednesday July 31:

All of Wednesday I spent with Donald Tucker, still making contact with Community leaders and learning more about the East Ward.

Thursday August 1:

Thursday morning was spent collecting basic statistics on the East Ward and reading newspaper accounts on the last City Council election. The afternoon was spent knocking on doors, talking to persons and getting them to sign petitions if they were registered and asking them to come to the Miller Street school on Monday night to register if they were not.

Friday August 2:

Spent the entire day knocking on doors in the Miller Street area. This is the area where voter registration will take place on Monday night, August 5, 1968. Attended a meeting Friday night of the petition committee. This committee is in charge of collecting the necessary signed petitions to get Tucker on the ballot in November.

Saturday August 3:

Spent the morning and afternoon knocking on doors, and making short talks in local bars. We had about 10 volunteers and was able to make contact with a large number of persons who were not registered. In addition to knocking on doors we passed out leaflets and have had a sound truck going for several days in the attempt to publicize the registration Monday night.

Analysis of Political Situation:

The political situation in Newark's East Ward is highly complex, mixed up, and often confusing. To begin, the East Ward is made up of about seven different ethnic groups: Blacks, Jews, Italians, Puerto Ricans, Polish, Cubans, and Portuguese. The ethnic identification of these groups are very strong. There is very little - if any at all - coalition between any of these groups.

Politically the Italians are the group that at present represent the power structure. Historically speaking the Italians have just recently wrestled the power from the Polish community. As a result of this power struggle between the Polish and Italian community there has developed between the two an in-depth hostility. Concerning the black community and the Spanish speaking community, there is as always the deep antagonism and hatred between the two that prevails in every ghetto. The Cubans, the puerto Ricans and the Portuguese are at each others' throats.

Statistically, in black and white, the black community represents 45% of the population, the white community represents 45%, and the Spanish speaking community represents the other 10%. The actual number of registered voters are numbered at 24,553. The black community represents between 27 to 30% of this number.

Under what conditions can a black candidate be elected:

The potential to elect a black candidate from this ward is high. No. 1, there are three other candidates for the office. All three of these are white. Two of them are from the Italian community. The other one is from the Polish community. Because this is a special election there will not be a run-off election. The two Italian candidates are both quite strong and will split the Italian vote. The Polish candidate will carry the Polish community. Because of the deep antagonism between the Jews and the Italians, it is expected that a large segment of the Jewish community will support the black candidate.

There is no visible Puerto Rican leadership and hence there is no real way of telling how that community will vote. If the campaign is wages correctly, Tucker can attract a substancial segment of this community which have been catching more hell that the blacks from the power structure.

The voting record of the black community has in recent elections been high. With a black candidate and in a presidential election year, both registration and actual voting is expected to be high.

The migration-immigration situation is also an additional factor supporting the election of a black candidate. As is true of Newark in general, we find that in the East Ward, while the immigration of blacks into the community has been low, the migration of whites has been high. This means that the political strength of the black community has become stronger since the riots of last year.

Tucker, in addition to these factors, has the support of the United Brothers of Newark. This is highly important. The Brothers is an organization of Blacks from every segment of the black community. Included in the membership of this organization is every black leader in Newark. They have money as well as politically acute members. This is the most impressive group of black men that I have seen for quite some time.

Projected Program:

A. Voter Registration:

The most crucial area to the election of Tucker will be voter registration. In the weeks to come an all-out voter registration drive is needed. At present we have recieved 6 registration dates. They are as follows:

1. Aug. 5, 1968 Miller Street school
2. Aug. 16, 1968 Hawkins Street school
3. Aug. 23, 1968 Pennington Court
4. Aug. 30, 1968 Otto Kresren Homes
5. Sept. 4, 1968 Miller Street school
6. Sept. 11, 1968 Chelis Austin Homes Recreation Center

Community Involvement

The store front that serves as an office is quite large. We will be showing films there very Friday night. In addition to films there will be other forms of activities. In this manner we will attract large numbers of persons to the center.

Training

The volunteers we have lack training in political campaigning and community organization. We will be running weekend workshops to train such persons. A detailed schedule of such events will be submitted later.

Kenny Johnson

7/5/68

SEDFRE 8/19/68

FIELD REPORT

To: Ronnie Moore
Marvin Rich

From: Kenny Johnson

Re: Newark's Voter Registration and Political Education Project

The Campaign

Outside of voter registeation and the drive to secure petitions, the campaign of Donald Tucker for City Councilman has not advanced an inch from where it was two weeks ago. The vigorous activity and suprising unity that once depicted the campaign no longer exists. For example, I have been here for three weeks and have yet to see one hour of campaigning done by the camdidate.

Organization

What had been considered good organizational development two weeks ago is no longer so. The time element no longer permits us to use the same criteria of evaluation. Those persons who had been involved in the campaign meet less frequently and do less work.

The remaining whys of this stagnation process are many. However, the most basic and important of them is to be found in the lack of training. The persons involved in the campaign lack the necessary skills to carry them beyond the point they reached two weeks ago.

The need for training in such areas as how to conduct a political campaign and community organization is imperative. Such a workshop can no longer be proposed! The situation is one of immediacacy and urgency.

Political Awareness

In order to foster political awareness and education we have begun to show films in each of the Lange housing projects throughout the east ward. Up to date we have had two showings of the film "Nothing But A Man." The attendance at both of these events was good, with about 150-200 persons attending. There was a discussion before and after the film.

In this same vein, we are in the planning stages of showing the same type of films to smaller groups in different homes. The first of this type of event will be held next Friday, at which time we have arranged to show "Nothing But A Man" to about 30 mothers.

These types of events are being used not only to foster political awareness, but also to allow community leaders to meet the candidate. In this manner we hope to recruit more workers for the campaign.

Voter Registration

The voter registration campaign is now at the point where it is truly functioning effectively. The first voter registration campaign held at the Miller Street School was very unsuccessful because of the limited time we had been there, we w were able to get only about ten persons registered.

At present however, - through the United Brothers - we have about 15 canvassers. These persons work from 5 in the afternoon until 9:30 at night. They are paid five dollars per afternoon. With the use of these canvassers we have thus far made contact with about 300 persons who are not registered. We expect to register about one half of them on Wednesday, August 21 and Friday August 23rd.

Because I could only be in Newark for a limited time and the United Brothers felt they needed someone longer, they at their last meeting decided to hire someone from the community - who knew the East Ward better to direct the voter registration campaign. I have been working with this person for about seven days and she will in turn take charge of the voter registration campaign on Thursday August 22, 1968.

Training needs

Besides being in need of intensive training in the already mentioned areas of campaign management and community organization, there is also a great need for some type of training in fund raising.

SEDFRE 9/9/68

MEMORANDUM

To: Ronnie Moore
From: Kenny Johnson

My assignment while in Louisiana was to interview Negro School Board officials for the forthcoming School Board Seminar. Hence, this report in no way represent a detailed analysis of thr Louisiana political situation, but rather a few short words noting the accomplishment or failure in making contact with each school board member in his respective parish.

Iberville Parish:

Mr. Jake W. Holmes is the only Negro school board member in this Parish. Upon reaching Plaquemine, I made several attempts to contact Mr. Holmes - both by phone and by driving to his home, Bayou Goula, Louisiana. Each attempt was unsuccessful.

Upon talking with Mr. W.W. Harlezux of Plaquemine, I learned that Mr. Holmes had all but disassociated himself from those who elected him. From Mr. Harleaux I also learned that there had been several School Board Workshops in Plaquemine none of which had been attended by Mr. Holmes. I did, however, leave an interview form with his wife along with an addressed envelope.

Mr. Holmes telephone # is 3384. The area code is 504. When calling ask the operator for White Castle, Louisiana

call to get his address & put fil on

West Feleciana Parish:

This Parish now has three Negro School Board Members. They are:

1. Mr. Raymond Minor
   Route #5 Box 350
   St. Francisville, Louisiana

2. Mr. Alvin White, Jr.
   Rout3 5-W Box 1130
   St. Francisville, Louisiana

3. Mr. John Williams
   General Delivery
   Wyanoke, Louisiana

Put on file cards

Write for interview forms if you have not received them. Check first.

In this Parish I was able to make personal contact with only Mr. Minor. However, I did leave interview forms with M. Minor who promised to interview the other school board members and mail the forms to New York.

St. James Parish:

The negro school board official in this parish is Mr. Woodrow J. Calvey of Welcome, Louisiana. Mr. Calvey has worked in the public school system for 14 years in the capacity of teacher, principal, and now school board member. In talking to Mr. Calvey I found him somewhat impressive and thought he might be some type of resource person. Mr. Calvey's address is P.O. Box 109BB, Welcome, Louisiana, (Donaldsonville) 504- Gr3-7816.

Put on file card

East Carol Parish

The negro school board official of this parish is Mr. F.J Atlas of Lake Providence, Louisiana. I was unable to make contact with Mr. Atlas, by phone and thought it unwise to make the long journey to Lake Providence for nothing. (Attached to this report is a plane ticket to Monroe, Louisiana). Mr. Atlas' phone number is;(318) 945-W1

Call him for address & send interview form

[n.d.]

SCHOLARSHIP, EDUCATION AND DEFENSE FUND
FOR RACIAL EQUALITY, INC.
150 Nassau St.
NYC 10038 Phone: (212) 964-8210

TO: Marvin Rich, Executive Director

FROM: Ronnie M. Moore, Leadership Development Director

RE: Evaluation of the Discussion Leaders' Institute

In our initial endeavor to train trainers, we called together 21 persons who had been discussions leaders in our leadership training series. The participants came to the Institute in Alexandria, Va., May 7 and 8 from various states in the South Atlantic Region and from South Carolina, Florida, Louisiana and Mississippi. Discussion leaders had been faced with the following problems:

1- How to stimulate interest
2- How to get everyone involved
3- How to get people talking
4- How to stop persons from dominating the discussion
5- How to keep the attention of the group on the beam
6- How to reach a group consensus
7- How to persuade without antagonizing
8- How to get feed-back
9- How to form an agenda
10- How to remove the responsibility of covering the items on the agenda from the discussion leader to the group

These and other problems were confronted by discussion leaders as they attempted to get members of our various workshops to absorb, evaluate, and meaningfully use the information presented by resource persons from public and private institutions.

The enrollment was as follows: South Carolina 3, Louisiana 3, Florida 4, New York 4, Mississippi 7. Resource persons were Dr. Max Birnbaum, Director of Education and Training for the American Jewish Committee; Mrs. Betti Whaley, Associate Director of Personnel, National Urban League.

Techniques and methods of solving these problems were illustrated by demonstration, analysis and training through role playing. Students were taught how to hold effective group discussions through live group situations, and observations, rather than through lecture.

The workshop began with the participants describing the problems they face as discussion leaders in our leadership training workshops. Max Birnbaum served as chairman. After the discussion had proceeded to a certain point, Max then had the group look at his role as chairman during the discussion period. The group then began to analyze Max's demonstration as chairman of the session. Criticisms were voiced.

Betti Whaley aided the group in defining the do's and don'ts of discussion leaders, using Max as an example. These procedures were repeated several times. Role-playing was used to get the group to deal with the problems they face in our various workshops. One person was used to play the role of a dominating member of the group. Another was used to get the group off the beam. And so forth.

Students were used a discussion leaders and were trained how to meet live situations with effectiveness.

Discussion leaders were taught how to be directive and how to be non-directive. They were taught how to throw the responsibility from the chairman to the group, in order to solve problems facing the group in the discussion. Observers were used to watch the group in process, and to notice the effectiveness of the discussion leader. It was a rewarding experience for everyone attending. Discussion leaders left with the intention of exposing members of their local organization to the same experience.

I saw persons develop positively, not only as group leaders, but as individuals. I have been in many workshops, but never before have I seen a group discussion wherein each member participated and made valuable contributions.

Pam McCoy

file
Staff development

I. Introduction - Headstart background
experiments 1. no previous
teaching 2. parents as teachers
aide-teacher
training - and field work before actual teaching
1. outline of poverty child's background
2. difficult children-training "acting out"
can you identify with 3. interviews for children experience with
child " disadvantage" child-attitudes toward children
speak as an adult present in interview (can you function under
noise perceptions-eyes in front and in back
(creativity)

Classroom - training - techniques in setting up innovative atmosphere
1. no more than 15 children-an adult for every
2. 5-individual attention-very important
Curriculum - development of verbal skills
1. stressed to talk to child as an adult-
learn by example large words - children
will pick up and repeat
freedom to express himself be heard and
respected
learning - living example relate child everyday
experiences to learning processes.
Talk about current events-Total picture-risk taking-go beyond and in depth
Snow - what do you think it is-how does it look-
taste
sell-outside experiences
bus ride - learn names and how to act on one
learning is taken outside
Child learns at own rate - mental and physical
If he wishes to be left alone-leave him alone
Acute - information on child - sicknesses, brothers,
sisters in teachers file
many files are closed to teachers constant
contact with parent. Get them involved-in program

Structure - Free - classroom flexible - several activities at once
1. no raising hands
2. line when needed-trips
3. not to go to lunch
teacher has lunch with child

Staff development

A REDEFINITION OF VALUES AND EDUCATIONAL GOALS

Bob Cross

Knowledge grows from ignorance and the learning process is retarded when the ingredients of knowledge comes from an ignorant source. This statement of fact contains several questions that must be answered if we are to address ourselves to meaningful education.

1. What is knowledge and is there a need for it?
   Finding that knowledge means being aware of or to know about, the most need knowledge is that of one's self first, and logical approaches to self-related problems.

2. What is the learning process?
   The learning process is none other than the way the student obtains new information. This information should be relative to helping rather than hindering one's ability to solve problems.

3. What are the ingredients of knowledge?
   Our values, ways, means and goals are ingredients of knowledge in the American educational system.

Learning that reward and response are unconnected is an active form of learning.

THE STUDENT LOOKS AT AMERICAN EDUCATION

KEVIN SMITH

Staff development

The teachers in the New York City school system are on the whole the worst part of the school system. Most of the teachers are too old and/or don't care what happens to their pupils. While you have others who are too inexperienced and act or try to act like the students. You can find a few good teachers though.

The reading grade of the NYC school system is at least two(2) grades below average, and at the most one(1) level above. Anyone who is more than(one(1) level ahead is a genius. The same goes for the math levels.

In order to graduate from high school with an academic diploma you must have at least one language. Most of the students know this and try to get a language in junior high school but the school will not permit this, unless you are what they call a special student.

I can prove this, because they did it to me. When I first came to this school system I wanted to take a language. They refused to give it to me. After I graduated from 7th grade, I found out they had put me in a language 3 class.

Another important factor is in the class programming. A student may be put in a class where they are so far behind, that he is considered at the same level as the teacher. Or may be put in a worse position, by being in a faster class than he could, at this time, possibly keep up with, therefore, he or she is looked upon by the other students as an idiot. This could be changed by programming the classes better than they have been.

We (the students) also know that the schools should be run mainly by the staff, though we feel that we should have some sort of power in our own education. Also that the curriculum should include something interesting so that the students stay interested.

I have written this with the feeling that the majority of the students are behind me. I know that it is impossible to have all of the students behind me so I did not try. There may be people that feel differently about the topics I have spoken about, but let them write their own reports.

Anything that I have written about I can and will if needed or/ wanted go into further.

Mss
546

SEDFRE

Technical Assistance Program, 1968-1969

Box 21
Folder 12

State Historical Society of Wisconsin

Please Retain Original Order

December 10, 1968

Hon. J. L. Kershaw
2539 Northwest 46th St.
Miami, Florida

Dear Sir:

We at SEDFRE want to congratulate you on your recently won elected position. This victory indicates a real chance for this society to preserve itself. This contribution by you is a very meaningful step in the direction of involvment of black people in the political process of this country.

A new program has been started by SEDFRE that will provide technical assistance to newly elected black officials. The enclosed pamphlet explains it. It is my desire to call on you personally at a future date to discuss your position and new acquired role. However, if there are questions or problems confronting you immediately, please don't hesitate to write us. We stand ready to serve your every need through our staff and other resource persons who are available to us.

You will be placed on our permanent mailing list of elected officials and will receive frequent correspondence and materials from this office.

Again, congratulations and best wishes for a successful tenure as a public elected official.

Sincerely,

James L. Felder
Director
Technical Assistance Program

JLF:rmp
Enc.

January 9, 1969

Sgt. at Arms
New Jersey State Legislature
Trenton, New Jersey

Dear Sir:

Our new program involves technical assistance to newly elected officials. We are desirous of your forwarding to us the time your legislature convenes, the duration of the sessions and whether or not it meets every year or alternate years. Your immediate attention to this request will be greatly appreciated.

Sincerely,

James L. Felder
Director
Technical Assistance Program

JLF:rmp

January 9, 1969

Sgt. at Arms
New York State Legislature
Albany, New York

Dear Sir:

Our new program involves technical assistance to newly elected officials. We are desirous of your forwarding to us the time your legislature convenes, the duration of the sessions and whether or not it meets every year or alternate years. Your immediate attention to this request will be greatly appreciated.

Sincerely,

James L. Felder
Director
Technical Assistance Program

JLF:rmp

SCHOLARSHIP,
EDUCATION AND
DEFENSE
FUND FOR
RACIAL EQUALITY inc.
164 MADISON AVENUE
NEW YORK, N.Y. 10016
(212) 532-8216

JAN 20 1969

January 13, 1969

Sgt. at Arms
Idaho State Legislature
Boise, Idaho

Dear Sir:

Our new program involves technical assistance to newly elected officials. We are desirous of your forwarding to us the time your legislature convenes, the duration of the sessions and whether or not it meets every year or alternate years. Your immediate attention to this request will be greatly appreciated.

Sincerely,

James L. Felder

James L. Felder
Director
Technical Assistance Program

JLF:rmp

The Idaho Legislature convened January 13, 1969 for a 60 day session. For the first time this year, it is meeting on an annual basis.

Bud Lewis, Sergeant-at-Arms

Bud Lewis

Contributions are deductible for income tax purposes

■ *president:* Andrew E. Norman ■ *vice presidents:* William S. Ellis, Nannette Sachs ■ *secretary:* Ezra Levin ■ *treasurer:* Shelley Appleton ■ *executive director:* Marvin Rich ■ *leadership development director:* Ronnie M. Moore ■ *legal director:* Carl Rachlin ■ *BOARD OF DIRECTORS:* Nils R. Douglas, *chairman* ■ James Baldwin ■ Katrina McCormick Barnes ■ Allan Barton ■ Jonathan Bingham ■ Canon James P. Breeden ■ Robert Curvin ■ Charlotte Devree ■ Robert F. Drinan, S.J. ■ Michael O. Finkelstein ■ Doris Freedman ■ James T. Harris, Jr. ■ Claude Heckscher ■ Norman Hill ■ Arthur Kimmelfield ■ Dr. Archie Lacey ■ Jeremy Larner ■ Joann List Levinson ■ John Lewis ■ Leon Modeste ■ Henry Morgenthau, III ■ Dr. William Stuart Nelson ■ Edward Norton ■ Richard J. Schwartz ■ Elaine Slater ■ Rowland Watts

490

SCHOLARSHIP,
EDUCATION AND
DEFENSE
FUND FOR
RACIAL EQUALITY inc.
164 MADISON AVENUE
NEW YORK, N.Y. 10016
(212) 532-8216

JAN 22 1969

[Sent to all 50 states]

January 13, 1969

Sgt. at Arms
North Dakota State Legislature
Bismarck, North Dakota

Dear Sir:

Our new program involves technical assistance to newly elected officials. We are desirous of your forwarding to us the time your legislature convenes, the duration of the sessions and whether or not it meets every year or alternate years. Your immediate attention to this request will be greatly appreciated.

Sincerely,

James L Felder

James L. Felder
Director
Technical Assistance Program

JLF:rmp

The North Dakota State Legislature convenes every two years following the general election --such as the last general election was held November 5 so we convene 1969 the first Tuesday following the first Monday in January. We meet for 60 days, excluding Sundays--this session will be over on March 18.

Contributions are deductible for income tax purposes

■ *president:* Andrew E. Norman ■ *vice presidents:* William S. Ellis, Nannette Sachs ■ *secretary:* Ezra Levin ■ *treasurer:* Shelley Appleton ■ *executive director:* Marvin Rich ■ *leadership development director:* Ronnie M. Moore ■ *legal director:* Carl Rachlin ■ *BOARD OF DIRECTORS:* Nils R. Douglas, *chairman* ■ James Baldwin ■ Katrina McCormick Barnes ■ Allan Barton ■ Jonathan Bingham ■ Canon James P. Breeden ■ Robert Curvin ■ Charlotte Devree ■ Robert F. Drinan, S.J. ■ Michael O. Finkelstein ■ Doris Freedman ■ James T. Harris, Jr. ■ Claude Heckscher ■ Norman Hill ■ Arthur Kimmelfield ■ Dr. Archie Lacey ■ Jeremy Larner ■ Joann List Levinson ■ John Lewis ■ Leon Modeste ■ Henry Morgenthau, III ■ Dr. William Stuart Nelson ■ Edward Norton ■ Richard J. Schwartz ■ Elaine Slater ■ Rowland Watts

490

THE STATE OF KANSAS

RALPH E. ZARKER
Secretary of Senate
521 LANE
TOPEKA, KANSAS

JAN 20 1969

January 16,1969

James L. Felder, Director
Technical Assistance Program
New York, N. Y.

Dear Mr. Felder:

The Kansas legislature convenes on the second Tuesday after the first Monday in January, Since 1967 we have regular sessions each year--odd-numbered are of 90 days duration and even-numbered years 60 days. Special sessions can be called at any time by the governor.

Trusting this answers your letter of January 13th, I am

Yours truly
J. M. White
Sergeant at Arms

elz

HOUSE OF REPRESENTATIVES

T. THOMAS THATCHER
Clerk

NORMAN E. PHILLEO
Clerk Emeritus

LANSING, MICHIGAN 48901
Phone: Area Code 517
373-0135, 373-0139

JAN 20 1969

January 16, 1969

Mr. James L. Felder, Director
Technical Assistance Program
Scholarship, Education and Defense Fund For Racial Equality
164 Madison Avenue
New York, New York 10016

Dear Mr. Felder:

The Michigan Legislature convenes every year, the second Wednesday in January. In the odd-numbered years, session usually lasts most of the year. In the even-numbered years session last seven or eight months.

Very truly yours,

T. Thos Thatcher

T. Thomas Thatcher, Clerk
House of Representatives

THE COMMONWEALTH OF MASSACHUSETTS

THE SERGEANT-AT-ARMS
200 STATE HOUSE

JOHN J. CAVANAUGH
SERGEANT-AT-ARMS

JAN 20 1969

BOSTON. January 16, 1969

Mr. James Felder, Director
Technical Assistance Program
Scholarship, Education and Defense
Fund for Racial Equality
164 Madison Avenue
New York, N. Y. 10016

Dear Sir:

The biennially elected General Court of The Commonwealth of Massachusetts begins its session on the first Wednesday of January of each year.

The General Court remains in session until it has completed its business. For all practical purposes, over the past several years, the sessions have been end to end. Last year, however, was an exception as we were able to end our session in July.

We trust that this information will prove helpfull.

Very truly yours,

John J Cavanaugh

JJC/fd

John J. Cavanaugh
Sergeant-at-Arms

JAN 20 1969

January 16, 1969

Mr. James L. Felder
Director, Technical Assistance Program
S. E. D. F.

Dear Sir:

The Maine Legislature convenes on the first Wednesday of January in odd numbered years. The sessions last up to seven months. We convene every other year.

Sincerely yours,

Peter C. Eames

P. C. Eames
Sergeant-at-Arms
104th Maine State Legislature
House of Representatives

JAN 20 1969

FREDERICK H. SCHULTZ
Speaker

T. TERRELL SESSUMS
Speaker Pro Tempore

ALLEN MORRIS
Clerk

W. A. BALLENTINE
Sergeant at Arms

FLORIDA HOUSE OF REPRESENTATIVES
TALLAHASSEE

January 16, 1969

Office of the Sergeant at Arms

Mr. James L. Felder
Director, S.E.D.F. for Racial Equality
164 Madison Avenue
New York, New York

Dear Mr. Felder:

Enclosed is a copy of the new Constitution that was presented to and adopted by the people of the State of Florida on November 5, 1968. The adoption of this Constitution, thereby, changes our biennial sessions to annual sessions. Please refer to the marked sections on page 5 which should satisfactorily answer your inquiry.

If this office may be of service to you in the future, please call on us.

Sincerely,

W. A. Ballentine

W. A. Ballentine
Sergeant-at-Arms

WAB/hem

State of Nebraska
LEGISLATIVE COUNCIL

JACK W. RODGERS
DIRECTOR
MARLIN L. REIN
LEGISLATIVE FISCAL ANALYST
JOHN J. WILSON
REVISOR OF STATUTES
HUGO F. SRB
CLERK OF THE LEGISLATURE

1967-1969
EXECUTIVE BOARD
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W. H. HASEBROOCK, VICE-CHAIRMAN
ELVIN ADAMSON
ERIC RASMUSSEN
WM. R. SKARDA JR.

STATE CAPITOL, LINCOLN 68509

JAN 20 1969

January 16, 1969

Mr. James L. Felder, Director
Technical Assistance Program
Scholarship, Education and Defense
Fund for Racial Equality, Inc.
164 Madison Avenue
New York, New York 10016

Dear Mr. Felder:

I am in receipt of your letter dated January 13 inquiring as to the time the Legislature convenes, the duration of the sessions and whether or not it meets every year or alternate years.

Our Legislature convenes on the first Tuesday in the odd numbered years. There is no time set by the Constitution for the duration of the session, and the regular session meets every two years. The Legislature may petition the Governor to call the Legislature in a special session, and the Governor may call the Legislature in special session in extraordinary or special session in an emergency.

If we can be of further assistance, please let us know.

Very truly yours,

Hugo F. Srb

Hugo F. Srb,
Clerk of the Legislature

HFS:lp

JAN 21 1969

State of Connecticut
GENERAL ASSEMBLY
STATE CAPITOL
HARTFORD, CONNECTICUT 06115

January 16, 1969

Mr. James L. Felder
Director
Technical Assistance Program
Scholarship, Education and Defense
Fund for Racial Equality, Inc.
164 Madison Avenue
New York, N.Y. 10016

Dear Mr. Felder:

In reply to your inquiry of January 13, please be advised that the Connecticut State Legislature convenes bi-annually in the odd numbered years commencing on the first Wednesday after the first Monday in January and adourning on the first Wednesday after the first Monday in June.

Very truly yours,

George B. Stetson

George B. Stetson
Sargent at Arms
Connecticut State Legislature

GBS:dz

The Big Sky Country

MONTANA STATE HOUSE OF REPRESENTATIVES
HELENA, MONTANA 59601

JAN 20 1969

January 17, 1969

Mr. James L. Felder, Director
Technical Assistance Program
Scholarship, Education & Defense
  Fund for Racial Equality
164 Madison Avenue
New York, N.Y. 10016

Dear Mr. Felder:

Thank you for your letter of January 13, 1969.

Please be advised the Montana Legislature convenes for 60 days every other year, odd years, on the first Monday after January 1st. The Montana Legislature is presently in session, having convened January 6, 1969.

If there is any further information you desire, please advise.

Yours truly,

Linda L. Lewellen

LINDA L. LEWELLEN
For: ROBERT S. HANSON
Sergeant-at-Arms

111

HENRY C. KIMBROUGH
Chief Clerk

222-5363
892-2029
Area Code 303

HOUSE OF REPRESENTATIVES
THE STATE OF COLORADO
DENVER
80203

JAN 23 1969

January 20, 1969

Mr. James L. Felder
Director
Scholarship, Education,
and Defense Fund for
Racial Equality
164 Madison Avenue
New York, N.Y. 10016

Dear Mr. Felder:

We are in receipt of your letter of January 13, regarding information about the Colorado Legislature.

On Monday and Tuesdays we convene at 9:00 a.m., and on Wednesday, Thursday, and Fridays we convene at 10:00 a.m. The duration of the sessions vary each day depending on the length of the calendar for the day, committee meetings, and other procedures. The Colorado Legislature meets every year.

If we can be of any further help, please do not hesitate to write.

Very truly yours,

Henry C. Kimbrough

Henry C. Kimbrough

HCK:LL

SENATE MEMBERS
WILLIAM L. SULLIVAN
PRESIDENT PRO TEM
RICHARD L. FRYMIRE
MAJORITY FLOOR LEADER
WENDELL VAN HOOSE
MINORITY FLOOR LEADER
WALTER (DEE) HUDDLESTON
MAJORITY CAUCUS CHAIRMAN
VERNON C. McGINTY
MINORITY CAUCUS CHAIRMAN
JIM LEWIS
MAJORITY WHIP

COMMONWEALTH OF KENTUCKY
WENDELL H. FORD, Lieutenant Governor
CHAIRMAN

LEGISLATIVE RESEARCH COMMISSION
FRANKFORT, KENTUCKY 40601 TEL. (502) 223-8303

JAMES T. FLEMING
DIRECTOR

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W. J. (BILL) REYNOLDS
MAJORITY CAUCUS CHAIRMAN
CHARLES D. WHEELER
MINORITY CAUCUS CHAIRMAN
DEXTER S. WRIGHT
MINORITY WHIP

January 21, 1969

JAN 27 1969

Mr. James L. Felder, Director
Technical Assistance Programs
Scholarship, Education and Defense
Fund for Racial Equality, Inc.
164 Madison Avenue
New York, New York 10016

Dear Mr. Felder:

The Kentucky General Assembly convenes biennially in even-numbered years for a 60-legislative day session (Sundays and holidays are not legislative days).

The next General Assembly convenes January 6, 1970.

Sincerely,

James T. Fleming
Director

JTF:dl

STATE CAPITOL
SACRAMENTO 14, CALIFORNIA

TELEPHONE: 445-3614

Assembly
California Legislature

JAMES D. DRISCOLL
CHIEF CLERK

JAN 23 1969

January 21, 1969

Mr. James L. Felder, Director
Technical Assistance Program
Fund for Racial Equality
164 Madison Avenue
New York, New York 10016

Dear Mr. Felder:

Your letter of January 13, 1969, addressed to the Sergeant at Arms of the California State Legislature, has been referred to me for reply.

The Legislature of California convenes on the first Monday after the first day of January in annual sessions of unlimited duration (they have been running from eight to ten months). Following an adjournment of the session, the Legislature is in recess for a period of thirty days during which the enacted bills are signed or vetoed by the Governor. The Legislature then reconvenes for a period of not to exceed five days for the sole purpose of considering any legislation which has been vetoed by the Governor.

In addition, the Legislature may be called into extraordinary, or special, session at any time by the Governor to consider only those matters which are designated by the Governor.

We are mailing to you, under separate cover, a copy of Constitution of the United States and of the State of California. Provisions governing the Legislature are contained in Article IV of the California Constitution.

Hoping this information is of assistance, I am

Sincerely yours,

James D. Driscoll

JAMES D. DRISCOLL
Chief Clerk

STATE OF NEVADA
LEGISLATIVE COUNSEL BUREAU
CARSON CITY, NEVADA 89701

JAN 24 1969

January 24, 1969

Mr. James L. Felder, Director
Technical Assistance Program
164 Madison Avenue
New York, New York

Dear Mr. Felder:

In reply to your inquiry of January 13, we are enclosing a copy of our Legislative Manual which contains all of the information you were seeking, plus other items which you may find of interest.

To save you a bit of effort, may we point out that a compilation of the facts you are gathering appears in "The Book of the States" issued by The Council of State Governments. There is also such a compilation in the current edition of the World Almanac.

We hope the above will be of assistance to you in your project.

Very truly yours,

Jane K. Gily

Jane K. Gily
Research Division

JKG/vt

Enc.

JAN 30 1969

1959

HOUSE OF REPRESENTATIVES
THE FIFTH LEGISLATURE

STATE OF HAWAII
STATE CAPITOL
HONOLULU, HAWAII 96813

January 27, 1969

Mr. James L. Felder
Director
Technical Assistance Program
Scholarship, Education and Defense Fund
for Racial Equality
164 Madison Avenue
New York, N. Y. 10016

Dear Sir:

In answer to your letter of January 13, 1969, I am pleased to submit the following information:

1) The Hawaii State Legislature convenes annually on the third Wednesday in January.

2) Each session is for 60 legislative days. In computing legislative days Saturdays, Sundays and holidays are not included.

If there are any other questions, please do not hesitate to contact my office.

Very truly yours,

Shigeto Kanemoto
Chief Clerk

JAN 30 1969

LAW REVISION AND LEGISLATIVE SERVICES COMMISSION

ALFRED N. BEADLESTON
CHAIRMAN

PAUL POLICASTRO
VICE-CHAIRMAN

RAYMOND H. BATEMAN
EDWIN B. FORSYTHE
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JOHN A. LYNCH
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JOSEPH AZZOLINA
DOUGLAS E. GIMSON
JOSEPH J. HIGGINS
JOSEPH P. MERLINO
ALBERT S. SMITH

State of New Jersey

LAW REVISION AND LEGISLATIVE SERVICES

DIVISION OF LEGISLATIVE INFORMATION AND RESEARCH

STATE HOUSE
TRENTON, NEW JERSEY 08625
TELEPHONE (609) 292-4661

SAMUEL A. ALITO
RESEARCH DIRECTOR

ARTHUR S. APPLEBAUM
ASSISTANT RESEARCH DIRECTOR

RESEARCH ASSOCIATES
J. MARK REIFER
JOHN B. LEE

January 29, 1969

Mr. James L. Felder
Director
Technical Assistance Program
Scholarship, Education and Defense Fund
for Racial Equality, Inc.
164 Madison Avenue
New York, New York 10016

Dear Mr. Felder:

In answer to your letter of January 9 addressed to the Sergeant at arms and referred to this office for reply, I am enclosing a copy of the New Jersey Constitution. Please see Article IV, Section I, paragraph 3 for the answer to your questions.

Sincerely,

SAAlito

Samuel A. Alito

SAA:EMH

Enclosure

FEB 4 - 1969

STATE OF ALASKA
THE LEGISLATURE
LEGISLATIVE AFFAIRS AGENCY

POUCH Y - STATE CAPITOL
JUNEAU, ALASKA 99801

February 1, 1969

Mr. James L. Felder, Director
Technical Assistance Program
164 Madison Avenue
New York, New York 10016

Dear Mr. Felder:

In reply to your letter of January 13, the Alaska Legislature convenes annually on the fourth Monday in January. There is no time limit on the length of our sessions, but the longest session to date has been 86 days.

If I can be of more assistance to you, please do not hesitate to write.

Very truly yours,

John M. Elliott
John M. Elliott
Executive Director

JME/mh

LONG ISLAND UNIVERSITY
THE BROOKLYN CENTER
ZECKENDORF CAMPUS
BROOKLYN, NEW YORK 11201

MAR 5 - 1969

March 5, 1969

Mr. James Felder
Sedfre
164 Madison Avenue
New York, N.Y.

Dear Mr. Felder:

I regret our schedules have not permitted a continuation of our earlier discussions. Perhaps soon we can both find time at either my office or yours, plus lunch.

One note: as I mentioned once, my strongest interest concerns leadership training since I am not an attorney and therefore could not contribute to the areas you mentioned on the phone.

If you believe I could make a contribution along these lines, please let me know -- even before we manage to meet again.

All best,

R. J.

R. J. Novogrod
Associate Professor of Public Administration
Department of Political Scoence

RJN:s

APR 10 1969

THE LEGAL AID SOCIETY OF OKLAHOMA COUNTY, INC.

601 MERCANTILE BUILDING
OKLAHOMA CITY, OKLAHOMA 73102
TELEPHONE: AREA CODE 405 CENTRAL 5-3706

H. B. BOOTS TALIAFERRO
EXECUTIVE DIRECTOR

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STAFF ATTORNEYS

AN AGENCY OF THE UNITED FUND
GREATER OKLAHOMA CITY

LEGAL SERVICES COMPONENT OF
COMMUNITY ACTION PROGRAM
OF O.E.O.

April 8, 1969

Mr. James L. Felder, Director
Technical Assistance Program
Scholarship, Education and Defense-
Fund for Racial Equality, Inc.
164 Madison Avenue
New York, N.Y. 10016

Dear Jim:

I apologize for the delay in answering your inquiry of February 25 concerning Boley, Oklahoma.

I have been able to obtain the following information concerning Boley which is an all black town. Boley has a population of 673. Its business district includes a hardware store, three grocery stores, two dry goods stores, two service stations, two used clothing stores, two restaurants and a motel. Recently, a company was started to manufacture a product used in barbecuing and it presently has twelve employees and is expected to reach a maximum of thirty employees within the next two years.

I regret very much that I cannot furnish you with any additional information but would suggest that you write to Mr. M. W. Lee, Jr., Boley, Oklahoma, and I am sure he will be more than happy to furnish you with any and all particulars concerning his home town.

I hope I will get a chance to chat with you again in the very near future.

Yours truly,

Lewis ks

LEWIS E. DARRELL
EXECUTIVE DIRECTOR

LED:ks

Mss 546

SEDFRE

UPO Ford Foundation Training Submission, 1967-1968

Box 21
Folder 13

State Historical Society of Wisconsin

Please Retain Original Order

DRAFT OF PROPOSAL SUBMITTED TO FORD FOUNDATION — SPRING, 1967

LEADERSHIP TRAINING PROGRAM

SEDFRE's Leadership Training Program is designed to educate local citizen-leaders in the social, economic and political techniques that can achieve community goals in modern society. The civil rights movement has generated cadres of new leaders in every community who have energy and determination but who lack the experience and skills to achieve their goals. They suffer the ultimate frustration of perceiving problems but not the means to solve them. They are not familiar with the network of community organization, nor do they know the public and private resources available to them. They have the instincts to lead but not the tools of leadership. The trained leader, on the other hand, can achieve goals. His skills can help compensate for lack of funds and for the inexperience of the rank and file in the community.

General Description of Program

The training provided by SEDFRE takes several forms geared to differing needs of citizen-leaders in various parts of the country. The form and content are constantly adapted to meet rapidly changing conditions within communities. During the first year-and-a-half of the program, we have experimented with a variety of approaches to training.

At the primary level SEDFRE training consists of a Mobile Workshop Series (~~for details see Appendix~~ A) held for four week-ends in a given community. Four such series have been completed; one is in progress. This series treats basic subjects that are important to all community leaders. Some of the most promising participants in the Mobile Series are selected for more intensive training in the Training Trainers Series (~~see Appendix B~~) so that they can improve the skills of others in their communities with the maximum multiplier effect. *Specialized Seminars focus in detail on a single phase of major importance in community action, such as how to campaign for political office or the development of cooperatives. SEDFRE also proposes to open an [illegible] Training Center (~~see Appendix D~~) which will provide a six months course of instruction for emerging leaders at work in every phase of community development. This would be developed as a prototype center that could be duplicated in other communities.

/Premises of Program

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*(see Appendix C)

Premises of Program

It is SEDFRE's conviction, strongly reinforced by experience, that leadership training is most effective when it relates directly to the current needs of the participants. SEDFRE training's success also derives from the deep-rooted and continuing relationship which the staff maintains with the community activists, its understanding of their developing outlook and needs. Resource people are selected for their competence in their field and for their ability to communicate effectively with citizen-leaders. Sessions are always conducted as an exchange between resource persons and participants. Each workshop is adapted to the needs of the participants as they are foreseen and as they develop.

Because of the mutual trust that exists between SEDFRE and local groups, we have successfully used such creative techniques as sensitivity training, socio-dramas and case studies. We believe we are the first to conduct sustained experiments in these methods with groups of limited educational background.

The structure and outlook of SEDFRE are uniquely suited to providing training services. SEDFRE is a national organization with national focus on training problems. Since it is not a membership organization, it does not compete with local groups in either program or fund raising, nor does it threaten their autonomy. Because SEDFRE has no axe to grind in local situations, it is able to serve impartially all the active groups within a community. Often, the training programs pave the way for better cooperation and communication among organizations within a community or through an entire region or state. Training sessions help to focus on programs for action rather than questions of ideology.

Extent of Program to Date

Each of these training ventures was organized in response to requests from local groups and in consultation with them. These continuing contacts enable SEDFRE quickly to perceive common developments that call for specialized training. One example is the growth of civic and voter organizations among Negroes in the South -- a result both of increased registration and of mounting self-confidence. SEDFRE has devised

/the Citizen Education

the Citizen Education workshops for leaders in local organizations, candidates and office holders wishing to broaden their knowledge of the political process and improve their ability to participate in it. Out of this series, in turn, has emerged the School Board Seminar which brought ~~a workshop planned for July with the cooperation of the Department of Health, Education and Welfare which will bring~~ together 35 newly elected Negro members of school boards in the South. It ~~will~~ briefed these officials on their responsibilities, and resources of financial and program assistance, and ~~will~~ covered important topics in educational administration. As the SEDFRE program has become better known, the demand for services has far exceeded our financial and personnel capacity.

Selection of Trainees

Trainees for the primary programs are selected on the basis of experience in community work, positions of respect and influence within the community, familiarity with social problems, and recommendation of a local organization. Every effort is made to secure participation from the entire spectrum of organizations active in the communities served. Participants are usually required to submit simple, ~~formal~~ written applications, and are interviewed by a member of the SEDFRE field staff. The screening process is designed to select trainees who seriously seek knowledge and who are committed to using their newly developed skills in constructive community action.

Faculty

SEDFRE has been fortunate in being able to attract experts from government, education, and communal organizations to serve voluntarily as resource persons and discussion leaders for training programs. They have been selected for their ability to communicate and develop rapport with our trainees as well as for their specialized knowledge. Many faculty members have volunteered their services repeatedly because of their enthusiasm for the quality of the participants and the dynamism of the program. Among the faculty members are:

Dr. William Gellermann, Assistant Professor of Industrial and Labor Relations, New York State School of Industrial and Labor Relations, Cornell University;

Mr. Howard Glickstein, General Counsel, U.S. Commission on Civil Rights;

Mr. Robert Gore, Assistant Director of Public Relations, Mobilization for Youth;

Mr. Norman Hill, Legislative Representative, Industrial Union Department, AFL-CIO;

Mr. August Meier, Professor of History, Roosevelt University, Chicago, Illinois;

Mr. Leon Modeste, Field Consultant, Division of Community Services, Executive Council of the Episcopal Church;

Mr. Leon Shull, Executive Director, Americans for Democratic Action;

The Hon. Percy Sutton, Borough President of Manhattan;

Miss Mary Weaver, Program Analyst, U.S. Department of Health, Education and Welfare;

Dr. Preston Wilcox, Associate Professor of Social Work, Columbia School of Social Work.

Evaluation

In the first year of the program approximately 1,200 citizen-leaders received training theough the Mobile Workshop Series, Specialized Seminars, and the "Training Trainers" programs. Evidence of the seriousness of the participants and the value they place on the training is the 85% attendance-through-completion rate of those who start the Mobile Workshop Series. Sixteen ~~Fourteen~~ of the participants in our Specialized Seminars on Citizenship Education have been elected to public office in Louisiana, Florida and South Carolina. They hold such positions as magistrate, road commissioner, school board member and county committeeman. We believe that more than half of the non-professional Negroes now conducting sensitivity training sessions in the entire country have been trained by SEDFRE in the Training Trainers Program. While it is not our purpose to train staff, at least ten of our trainees have become staff members of civil rights organizations, poverty groups or trade unions.

A list of the workshops conducted is attached (Appendix E).

Proposal

In the three-year period (1967-1970) we plan to provide training for approximately 16,000 citizen-leaders at a program cost of $752,510. This sum will provide for direction, staffing, travel, and other expenses of participants and resource

/people

people, as well as for informational materials. Our plans call for six Mobile Leadership Development Series each year, a Training Trainers Institute, five week-end and two week-long Specialized Seminars and two full six month cycles of the first Urban Training Center. Flexibility will be maintained throughout the program. Subject matter will be adapted in each Mobile Series to meet the needs of participants. Specialized institutes will be developed and the relative mix of these four programs will be adjusted as needed. Useful written and filmed material will be evaluated and new materials will be developed and disseminated. (See Materials Development - Appendix F).

We believe that this program constitutes significant attempts to train many of the new cadres of leadership required in the civil rights movement. We believe that with the support of the Ford Foundation it is within our capability to do this effectively.

ELEANOR ROOSEVELT SCHOLARSHIP PROGRAM

The Eleanor Roosevelt Scholarship Program of SEDFRE awards college scholarships to youth who have risen to positions of influence and responsibility in civil rights and community organizations. Most of these young people have achieved real success in challenging the segregated society of the South. They are now engaged in the struggle to bring the "other America" into the mainstream in communities all over the country.

This scholarship program is unique in recognizing the special talents of students who have proven their leadership ability. ~~It aids students who~~ They have already shown courage, commitment and accomplishment in their community work. It equips these leaders for their future responsibilities.

These students are not "A" students. They are the educationally disadvantaged who are exceptionally motivated

The records of the first alumni (see attached list ~~Appendix G~~) testify to the value of these scholarships to the students who have gained intellectual and social skills and to the communities who have gained the services of educated and experienced leaders.

The budget for the program for the 1966-67 fiscal year is $60,000. A list of current grantees is attached with home towns, colleges and organizational ~~affiliations~~ background.

Selection Process

The Selection Committee meets semi-annually in June and December to select recipients for the coming semester and to act on renewals. To be considered, a student must have been accepted by an accredited college. Members of the Committee include those with special knowledge of the Negro colleges, the civil rights movement, and of law and medicine.

The Committee considers a number of criteria in rating applicants. Foremost is an assessment of the personal qualities of the applicant. Is he a constructive leader? ~~particularly a potentially constructive leader?~~ Does he have capacity for future growth? Does his work represent a significant contribution to civil rights and community organization?

/Many applications

Many applications are received from students who have left college or postponed matriculation in order to work fulltime in the civil rights movement. These students receive sympathetic consideration since we have found that they have gained a new capacity and maturity through their field experience. Moreover, they return to college with direction and seriousness of purpose.

A second factor considered is, "can the applicant find funds elsewhere?". SEDFRE does not make grants to students who are eligible for other scholarship programs. However we do grant ~~except for~~ supplementary awards to close gaps in financing a student's education. The Selection Committee awards scholarships of varying amounts up to $1,500 and in exceptional cases, up to $2,000. The majority of Eleanor Roosevelt Scholarship applicants are completely without financial resources and are well below the poverty level. The Committee grants scholarships sufficient to cover the costs of matriculation and maintenance on campus. For the very poor, provision is made to pay for basic necessities and incidentals. (Unfortunately, applicants whose needs far exceed the financial limits of the program must be rejected.)

The Committee also attempts to assess academic promise of applicants. Awards are made only to students who give evidence of sufficient academic ability to succeed in college.

Structuring of Program

The total program is a response to the explicit and implicit needs of the students it is designed to serve. They are a diverse group; they vary in age from 18 to 39. The majority are Negro, a few are white. While they vary in academic ability, most of them share in common many handicaps to success in college; inferior high school preparation, family income well below the poverty level, uncertain academic plans, no access to pre-college counselling. These students are independent and resourceful; they are deeply committed to obtaining a degree, but they are not part of the mainstream.

Mechanics of Competition

SEDFRE has structured the mechanics of competition to encourage applications from students who meet the general criteria just outlined. Procedures and forms are clear and simple. Deadlines are kept open as long as administratively

/possible

possible and awards are made semi-annually to assist students who suffer financial difficulties in mid-year.

In setting the actual amount of awards, the Committee attempts to assess need and resources realistically. (Of course, many students have no resources whatsoever.) Rarely has a student overstated his need. In their desperation to attend college, applicants request only the bare minimum. Because the financial condition of grantees is so precarious it occasionally is necessary to make small grants at the end of term to students who have had an unexpected crisis or who have run out of money because of under-estimating their need.

Counseling

The granting of a scholarship involves a financial and emotional commitment to the student. Having given financial aid, SEDFRE develops an interest and concern in his academic and personal success. This commitment has led inevitably to a counseling service. It has been necessary to provide advice on problems relating to academic and social adjustment, selection of an appropriate college when a transfer is indicated and home problems that affect ability to succeed in college.

SEDFRE has found counselling services lacking at most, if not all the colleges attended by Eleanor Roosevelt scholars. At newly integrated colleges, the administrators may be ~~are often~~ hostile; at other colleges the student is stymied by unfamiliarity and reluctance to seek out counseling services that exist. Even institutions that are sympathetic to the SEDFRE-type student often do not know how to relate to him. Because the student cannot turn to his home or his colleagues, he seeks guidance from SEDFRE. Students need help in selecting courses and fields of concentration; especially, they need help in pacing their studies. Poorly prepared students often should take more than the usual four years to complete college.

The frustration of "mail-order" counseling led to initiation of a field counseling program in the summer of 1966. A counselor with extensive background in education and with sensitivity to the goals of our program and the kind of student involved, visited most of the Eleanor Roosevelt scholars in the South. She advised on a wide range of problems and provided excellent feedback on the functioning of the program. The counseling trip proved to be the best possible practice of "preventive medicine" as evidenced by a sharp reduction in the number and intensity of problems.

/We believe

114

We believe that our informal counseling services have been effective in dealing with the 114 students who have received Eleanor Roosevelt scholarships to date. Of this number 58 are continuing in college, 32 have been graduated, three have found other financing, seven have been dropped by SEDFRE, and fourteen have left college.

Future Development of Program

SEDFRE hopes to continue its scholarship program along lines already established. We believe our special contribution is aiding students from deprived backgrounds who have shown outstanding leadership ability and who are ineligible for existing aid programs.

SEDFRE's extensive contacts produce a flow of applications from qualified students. The Leadership Training Program and the Welfare Project turn up many potential Eleanor Roosevelt scholars. The number of applications has increased steadily. To date we have received 40 applications for the June 1967 competition. From past experience we expect at least 20 more before the May 1st closing date for filing. (This number includes only applicants who meet the general criteria; others are eliminated before they reach the Selection Committee.)

Because SEDFRE emphasizes the training and developing of community leaders, it is able to help its scholarship recipients retain their interest and involvement with social action when in college, and, especially important, after graduation. SEDFRE's community activities and its knowledge of community leaders make it uniquely equipped to select highly motivated students and to help them achieve their full potential.

Hopefully this will help to reduce the psychological gap between middle-class Negroes & the great bulk of the Negro population.

To respond to the scholarship needs as we see it today, SEDFRE requires ~~the following~~:

1) funding that will assure support of a student throughout his entire college career;

2) professional staff;

3) expanded counseling services;

4) larger stipend (Second Start Scholarships) for mature students.

We hope that Spestemen Agenda will be able to make a grant to assist these student.

/Proposed Four-Year Budget

Proposed Four-Year Budget

The Eleanor Roosevelt Scholarship Program has been dependent on annual financing. Since scholarship commitments range up to four years, this annual financing has been a severe handicap in planning and coordinating the program.

Although the volume of applications has increased steadily, lack of funds has curtailed the number of awards. The pressure of the four year commitment has been a further deterrent to expansion of the program. Graduations provide sufficient turnover to make possible only ten to fifteen new grants in each competition.

We attribute the increase in applications to several causes: The program has become better known, a growing number of civil rights workers active in the early sixties want to re-enter college in order to complete their education, and there is more hope for higher education among Negroes who used to think that poverty and social barriers precluded college.

SEDFRE believes it is vital that funds be provided to aid the truly outstanding new applicants, as well as to renew current grants. Furthermore, there must be sufficient flexibility to make emergency grants and to take an occasional calculated risk.

We anticipate 11 graduates in June 1967, which would mean 45 renewals for the 1967-68 academic year at a cost of approximately $46,000. We propose to make 34-35 new grants later in the 1967 competitions, including at least five special Second-Start Scholarships, to be discussed more fully. The thirty regular scholarships would cost approximately $30,000.

In the following year - 1968-69 - we propose adding 25 regular scholarships and five more Second-Start Scholarships, bringing the total number of Eleanor Roosevelt scholars to 100 for that year and for the next two academic years.

To administer this program we propose a staff of one professional to direct the program and provide counseling services and one clerical assistant at a total cost of $15,000. Travel for counseling would cost approximately $3,000 annually.

/Need for Professional Staff

Need For Professional Staff

The need for professional staff and an expansion of program are inextricably tied together. The present volunteer structure is strained to the limit in handling the present program. While it has kept costs to a minimum it has also meant sacrifices in continuity and services to students. The pressure for expansion necessitates a transfer to paid staff to perform administrative and counseling functions.

1. Administration

The Director of the program will administer the program and provide counseling services. He will take over the responsibilities that have been dispersed among a number of volunteers. They include processing applications, counseling recipients, relations with other organizations in the field of education and with colleges, and relations with community organizations with which potential applicants work.

It is expected that volunteer services will continue to be utilized but will not be relied upon to execute the program in full as in the past.

2. Counseling

As suggested above, one of the most important functions of the Director will be to fill the counseling gap. Volunteer and temporary arrangements cannot adequately meet the continuing counseling needs of the program. Counseling services will include at least two field trips a year to maintain close contact with each Eleanor Roosevelt Scholar. The Director will also meet with appropriate members of the faculty and administration. We believe such meetings will provide an opportunity to discuss with college officials the special problems of the SEDFRE student. The director will also investigate additional sources of financial assistance to these students.

Note: SEDFRE recognizes that scholarship commitments undertaken during this period will continue beyond the 1972-73 academic years. We hope to find other funds to meet these commitments as well as to make additional awards during the four-year period and to cover the costs of increases in tuition fees.

Second-Start Scholarships

SEDFRE plans to inaugurate an experimental program for mature students. We hope to award Second-Start Scholarships which will carry a higher stipend than the Eleanor Roosevelt Scholarships. In the last two years we have received a growing number of requests from mature men and women with family responsibilities who strongly desire to begin or re-enter college. Many of these applicants are involved in community poverty programs that have developed their capacities and raised their sights. These applicants require larger scholarships than SEDFRE can now award and therefore must be rejected. We believe these applicants are good risks; they have serious commitment in their desire to attend college and many of them have college level skills.

Because they need more money than existing scholarship programs can provide, mature students usually are forced to drop out for lack of funds. The only alternative is the very slow and discouraging effort of attending college at night and taking one or two courses a term. The financial needs of these students vary immensely; some could not attend college without full financial support for their families, but many are able to supplement their income with the earnings of a spouse, and to keep tuition costs to a minimum by attending state or city supported colleges. From our experience, we have concluded that scholarships carrying stipends of $3,500 would enable a significant proportion of mature students to matriculate.

Many promising applicants for this type of scholarship have come to our attention through SEDFRE leadership development and welfare programs. The SEDFRE involvement in community programs provides the experience needed to develop a reliable selection process and appropriate services for the mature student.

We propose to award five Second-Start Scholarships in 1967-68 and ten in the three successive academic years. Thus, it will be possible to experiment with recruiting and counseling procedures before enlarging the program. The cost would be $17,500 for the first year and $35,000 a year in the following three years.

With this program the SEDFRE Scholarship Program will again break new ground by opening scholarship opportunities for adults who have found their life interest in community service and who can still realize their professional potential if they can find funds for college.

[illegible]

	1967-68	1968-69	1969-70	1970-7
LEADERSHIP DEVELOPMENT PROGRAM BUDGET				
Direction (Salaries, Benefits & Expenses for Director & Associate)	$25,250	$26,250	$27,250	
Clerical Assistance	11,500	11,800	12,100	
Field Staff - 3 (Salaries, Benefits & Expenses)	31,800	34,000	36,000	
Office Expenses	6,500	6,500	7,000	
I. Mobile Leadership Development Series ($6,000 each)	36,000	36,000	36,000	
II. Training Trainers Institute	25,000	25,000	25,000	
III. Specialized Seminars (5 Weekend @ $2,000 each, 2 Week-long @ $10,000 ea.)	30,000	30,000	30,000	
IV. Urban Training Center	23,200	24,000	24,800	
Materials Development				
Staff (Salaries, Benefits & Other Expenses for Staff and Secretary)	16,500	17,300	18,100	
Manuals and Mimeographed Materials	10,500	12,000	12,000	
Audio-Visual Aids	10,000	5,000	5,000	
Film Purchases and Rentals	2,500	1,250	1,250	
ELEANOR ROOSEVELT SCHOLARSHIP PROGRAM BUDGET				
The four year budget would be as follows:*				
Renewals of Eleanor Roosevelt Scholarships	45,000	60,000	60,000	60,000
New Eleanor Roosevelt Scholarships	30,000	25,000	25,000	25,000
Second Start Scholarships	17,500	52,500	52,500	52,500
Salaries & Expenses (Counseling & Clerical)	15,000	15,000	15,000	15,000
Travel	3,000	3,000	3,000	3,000
Subtotal	$339,250	$384,600	$390,000	$155,500
Surcharge 10%	33,925	38,460	39,000	15,550
Grand Total	$373,175	$423,060	$429,000	$171,050

*This budget is based on an estimated turnover of 15 graduates a year. The number of graduates is hard to calculate, some students having already accumulated college credits when they are awarded a scholarship. Also, there is variation in the requirements of the college depending on whether they operate on the semester, trimester or quarter system.

SEDFRE expects to raise funds from other sources to increase the number of grantees in our graduate, as well as undergraduate, programs over this period and to pay the college costs of students who do not complete their studies within the time limits of the grant.

APPENDIX A

MOBILE WORKSHOP SERIES

This is the basic training series, each of which draws about 60 citizen-leaders from community organizations for four week-end workshops. Six series are planned each year. We shall run the series on a state by state basis.

Employing principles of group dynamics the workshop develops self-awareness on the part of participants in the belief that understanding one's own behavior in group interaction is a requisite for effective leadership.

With the objective of developing leadership skills through laboratory and lecture methods, the Mobile Workshop Series organizes its curriculum as follows:

A. Sensitivity Training - Focuses attention on individual, small group, and large organization problems in community decision-making and action. The aim is to promote more effective analysis and action in organizations. The basic subject matter is the immediate behavior of the participants.

B. Techniques of Leadership - The objective is to increase the work skills of the participants. Topics include: 1) how to set up and run an organization; 2) how to define goals; 3) how to minimize conflict and maximize agreement; 4) how to recognize and influence those in positions of power.

C. Community Problems - This introductory study provides instruction on police-community relations, housing, employment, education, health and welfare. Relevant local state and federal laws are studied with emphasis on how local groups can qualify for and utilize public programs. Important community action cases are studied in order to devise general principles for solving problems and achieving goals.

/D

D. Problems of Citizenship - This session is a practical introduction to public affairs including discussion of the functions of and ways of influencing city, county and state governments, policies, platforms and personalities of American political parties. It provides training in methods of effective organization and campaigning.

Consultation and assistance will be available from SEDF national office to the trainees, when requested by the participants, and/or advised by the field representative. Additional follow-up work includes:

1. Helping trainees to define, evaluate and fulfill their training needs;

2. Assisting the trainees in writing their community case studies which will make up the subject matter for evaluation in the week-end workshops;

3. SEDF field representative running one-day training sessions in each city. These sessions will cover sensitivity training and seminars on urban problems and community organization;

4. Resource persons keeping in written and oral communication with the students.

APPENDIX B

TRAINING TRAINERS INSTITUTE

SEDFRE plans to sponsor an annual three week institute for the purpose of training future trainers. While conducting mobile workshops SEDF discovers potential trainers. SEDFRE considers this a vital function because the training of trainers makes it possible to provide basic services to a larger number of organizations.

SEDFRE is well acquainted with the people it will train to become trainers; it has worked with them in their cities, brought them together in specialized workshops or participated with them in other ways. They know SEDFRE and SEDFRE knows them. A mutual trust and a desire to communicate fully have been established.

The faculty for the training trainers series consists of both professional and non-professional resource persons who have been successful in utilizing laboratory and conventional training methods in past SEDFRE programs.

The objectives of the series will be to teach the potential trainers to:

Research

1. Seek out information essential for programming by local civil rights groups;
2. Develop and prepare materials in lay language;
3. Run sensitivity training groups;
4. Impart knowledge on urban problems and possible program activities, social legislation and community organization;
5. Teach leadership techniques such as parliamentary procedures, how to run meetings, how to conduct workshops, public relations, fund raising, how to file complaints and affidavits and related subjects;
6. Utilize training techniques including buzz groups, discussion leadership seminars, case analysis, role playing, back to back film presentations and audio visual materials.

/The participants

The participants will be given individual and group attention. All the resources and experience of the SEDFRE training department will be utilized to bring about maximum results. Total enrollment will consist of 125 students selected from groups in approximately thirty-six cities. These groups will have participated in SEDFRE basic training programs during the year.

The persons attending the institute will return to their communities with the skills and a commitment to train 100 community activists in each city; therefore extending our efforts to reach approximately 3,600 community workers. SEDFRE will follow up when they return to their own areas by providing counselling and resource persons.

APPENDIX C

SPECIALIZED SEMINARS

Frequently trainees who participate in our program ask us to provide regional state or county workshops designed to deal in greater depth with specific problem areas. Our experience indicates there is a need for specialized training for citizen-leaders who desire to form credit unions, producer cooperatives, consumer education seminars. Still others require training to perform effectively as school board officials, justices of the peace or magistrates, and other offices of city, county and state government. Many potential and present Negro public officials have the ability and desire to learn and serve their constituents but they lack confidence and knowhow, both in methods of campaigning and in the responsibilities of the offices they seek or hold.

Some local organizations have been formed around particular issues and they seek knowledge for effective programming in order to keep their organizations alive and actively engaged in community action. Such organizations like welfare groups and tenant associations need training in depth on laws, public programs and related information which deal directly with the day to day knowledge required to keep their organizations going.

SEDFRE is prepared to offer such technical assistance to indigenous community groups. We are also prepared to follow workshop contacts with continuing technical assistance.

APPENDIX D

URBAN TRAINING CENTER

The Urban Training Center is designed to provide a full range of training services to citizen-leaders and members of local organizations in a selected community. It is anticipated that the center will train intensively sixty leaders over a six-month period. It will also influence the development of approximately two hundred community activists through fourteen one-day seminars, a Basic Leadership Development series (cf. Appendix A), and specialized and advanced training.

Since the six-month program of the center will be repeated within the year, SEDFRE thus will reach more than five hundred trainees annually.

The goals of the center will be:

1. To produce an input of training, leadership technique and skilled resource personnel in a community in order to achieve greater involvement of its citizen-leaders and their constituents;
2. To make available specialized and technical training for local groups when needed;
3. To make available daily counseling on organizational and individual development to citizen-leaders who confront problems in community work and desire individual attention, especially with reference to seeking out information, developing skills in communication and related topics;
4. To increase communication among citizen-leaders who operate at different levels of development and from different frames of reference;
5. To develop attitudes which encourage teamwork among citizen-leaders and within local organizations by offering sensitivity training sessions to local groups as well as to the participants in the program;
6. To establish a center which becomes a neutral community focus for talent, ideas and energy. Essential to the operations of the center is a staff who will run the center aided by the total training resources of SEDFRE leadership development program;

7. To reach the audience that university urban development centers have not reached. Community involvement is imperative so that the center will reflect at all times its potential for meeting the needs of its enrollees.

A community advisory committee will be established to review and evaluate its activities and policies and to make recommendations for its operation. The intensive leadership training program is proposed as a model that can be duplicated in another city each year.

Selection of the city for the intensive program will be based on the following criteria:

1) The number of local groups engaged in community action and the nature of their activities and programs;

2) The availability of training resources in the area;

3) Requests by citizen-leaders for intensive training.

/SIX MONTH FORMAT

SIX MONTH FORMAT

First Month

First Week - Sensitivity Training

Second Week - The nature and background of the community's economic life

Third Week - The nature and background of the community's economic life

Fourth Week - Housing Problems

Second Month - Leadership Development Series - Sensitivity Training

First Week - Housing Problems

Third Week - Education

Third Month - Leadership Development Series - Urban Problems

First Week - Education

Third Week - Social Welfare Problems

Fourth Month - Leadership Development Series - Citizenship Education

First Week - Social Welfare Problems

Third Week - Specialized Training

Fifth Month - Leadership Development Series - Leadership Techniques

First Week - Specialized Training

Third Week - Community Organization

Sixth Month - Week-end Workshop Specialized Training

First Week - Community Organization

Third Week - Community Organization

TITLE	DATE	DURATION	LOCATION	PARTICIPANTS	DESCRIPTION
3) Citizenship Education (cont'd.)					
Key Counties Fla., La., So. Caro.	Jan.-July 1967	1 Day	30 Key counties in Fla., La. and So. Carolina	50 Political activists were trained in each county.	Described on Page One.
4) Voter Registration Conferences	May, 1966 Nov., 1966	1 Day 1 Day	Tallahassee, Fla. Plaquemine, La.	64 46 Citizen-leaders interested in conducting voter registration campaigns.	Conferences dealt with essentials of getting unregistered voters on the registration books. Emphasis was on canvassing, transportation, follow up and use of voting machines.
5) Community Organization	July, 1966	5 Days	Baltimore, Md.	125 Citizen-leaders	Problems of community organization were discussed using the case-study method and emphasizing organizing principles including community analysis, management of conflict and operational strategies.
6) Co-operative Structure and Management	July, 1966	1 Day	Jackson, Miss.	100 Citizen-leaders of the Poor Peoples Corp.	Workshop provided indigenous leaders with an introduction to the structure, problems and administration of co-operatives
8 School Board Seminar	Aug 1967				
TRAINING TRAINERS INSTITUTES	Feb., 1967 Apr., 1967 Apr., 1967	Weekend " "	Wappinger Falls, NY. Beacon, N.Y. Linwood, N. J.	60 Citizen-leaders " "	Training Trainers Institutes trained active community leaders to develop emerging leaders in their communities.

4/27/67

TITLE	DATE	DURATION	LOCATION	PARTICIPANTS	DESCRIPTION
MOBILE LEADERSHIP SERIES					
Louisiana - Mississippi	Jan.-April 1966	4 Weekends one month apart	Edwards, Miss.	78 Indigenous leaders and field staff of national civil rights organizations working in States of La. and Miss.	Series consists of weekend seminars on law, urban problems community organization and leadership techniques.
Mid-Atlantic	Feb.-May 1966	4 Weekends one month apart	Norma, N. J.	68 Community activists from the Mid-Atlantic Region	Same as above
So. Carolina - Florida	Apr.-July 1966	4 Weekends one month apart	Frogmore, So. Caro.	73 Trainees from States of So. Caro. and Florida	Same as above.
California	Nov.-Apr. 1966-67	6 Weekend Workshops	Camp deBenneville Pines, Angeles Oaks, Calif.	80 Community activists from State of California	Same as above.
Georgia	June - Oct 1967		Sparta, Georgia	65 " " Georgia	
SPECIALIZED SEMINARS					
1) Sensitivity Training	Sept. 1965	7 Days	Beacon, N. Y.	25 Field staff of national civil rights organizations	Sensitivity training focuses attention on individual small group and organizational problems in community decision-making and action. The aim is to promote more effective group analysis and action.
	Dec., 1966	Weekend	Baltimore, Md.	68 Citizen-leaders	
	Nov., 1966	Weekend	Suffolk County, NY	77 Citizen-leaders	
2) Discussion Leaders Inst.	May, 1966	Weekend	Alexandria, Va.	25 Citizen-leaders from several states in North, East and South.	Institute covered techniques of holding effective group discussions with emphasis on the role of the chairman and group dynamics.
3) Citizenship Education	July, 1966	5 Days	Frogmore, So. Carolina		
~~Southern~~ Regional	July, 1966	5 Days	Frogmore, So. Carolina	130 In our regional and state seminars, the participants are campaign workers and candidates for public office.	~~Citizenship education workshops are a~~ A practical introductory course to public affairs, including study ~~of the political process and how to use it to achieve change.~~ methods of campaigning & securing benefits for the community
Fla. State	Sept., 1966	Weekend	Jacksonville, Fla.	57	
So. Caro. "	Nov., 1966	Weekend	Frogmore, So. Caro.	62	
La. State	Dec., 1966	Weekend	Plaquemine, La.	58	

APPENDIX F

Many mistakes are made in communities because methods of effective community action are seldom recorded and disseminated. Information manuals and films based on wide experience must be developed to give organizational and programmatic assistance to local groups. The handful of scattered materials already developed must be purchased and made available to community groups. The following topics should be developed:

(1) Urban problems with emphasis on effective organizational methods and programming utilized by indigenous groups to overcome isolation in the democratic process;

(2) Highlights of Sensivity Training Sessions involving community activists of various cultural backgrounds;

(3) Leadership Techniques dealing with skills such as public relations, fund raising, securing cooperation from existing organizations, and related topics;

(4) A training techniques handbook for citizen trainers.

Lay leaders who have an abundance of natural wisdom but limited academic background need materials written in lay language. Our political manual - POLITICAL STRENGTH - HOW TO GET IT - is an example of such resource material. It is a clearly presented, practical guide that has quickly achieved wide usage by activists in both the North and the South.

In our workshops it is necessary to use video-tape in training. This will give flexibility for evolutionary development of materials, immediate feedback from trainees, sharpening of participants' listening skills, conference techniques, and role playing. Other necessary audio-visual equipment includes opaque projectors, tape recorders, and motion picture projectors. Total cost for this project, including staff and materials, would come to $39,500 the first year, $35,550 the second year, and $36,350 the third year.

SCHOLARSHIP, EDUCATION
AND DEFENSE FUND
FOR RACIAL EQUALITY
150 Nassau Street, N.Y.C.
964-8210

Marvin Rich, Executive
Director

FACT SHEET

The Scholarship, Education and Defense Fund for Racial Equality, Inc., commonly known as SEDFRE, is an independent national organization formed in September, 1962 to assist local community organizations and civil rights groups.

Its major objective is to help local leaders deal more effectively with local problems.

Other SEDFRE services -- scholarship assistance, legal action, specialized information, activities on welfare and related government assistance -- are essential parts of this program. They help to stimulate and encourage local leadership and to give it support that is not available elsewhere.

SEDFRE works at the grass roots level to effect social change. Its 18 staff members assist local groups, on request, in solving individual and neighborhood problems and in providing an environment in which local citizens will take the lead in achieving their human and constitutional rights.

SEDFRE concentrates on four closely related activities:

LEADERSHIP TRAINING SEDFRE helps disenfranchised and deprived Negroes and poor whites to meet needs ranging from voting rights and improved schools to street lights and garbage collection.

In the past year, for example, it has conducted seminars and workshops for over 1,200 citizen-leaders in Louisiana, Mississippi, South Carolina, Alabama, Florida, New Jersey, New York, Connecticut, Massachusetts and California. These workshops have dealt with legal, economic and political problems.

Participants have included farmers, lawyers, workers, welfare recipients, students, ministers, housewives, and elected officials.

Of those who attended SEDFRE seminars and workshops in 1966, 14 have been elected to office. Other participants have assumed leadership in a variety of successful campaigns for community improvement.

(more)

In addition, SEDFRE citizen education workshops have instructed community leaders in the political realities: precinct organization, registration, campaign management, getting our the vote, etc.

These workshops, building on the voter registration drives conducted by SEDFRE and others, have helped a new Negro political strength and sophistication to emerge in the South and elsewhere. In the fall of 1966 the Negro vote was decisive, for the first time, in key contests in many rural areas in the South, particularly in South Carolina and Louisiana.

The information, technical training, coordination and cross-fertilization provided by SEDFRE workshops made a significant difference. There was a sharp increase in both quantity and effectiveness of Negro voting in precinct after precinct.

SEDFRE workshops, the organization believes, are the single most effective method so far developed by the civil rights movement for bringing essential skills to new voters and new leaders.

Now in process are 25 county-wide citizen education workshops in Florida, Louisiana and South Carolina.

SCHOLARSHIP AID The Eleanor Roosevelt Scholarship Program of SEDFRE, now in its fourth year, provides aid to young people, Negro and white, who have shown exceptional qualities of leadership and commitment in the civil rights movement.

They are young people in whom the civil rights movement has developed a driving desire for the higher education they consider essential for them to fulfill themselves as individuals and as community leaders.

From the first two scholarships awarded in 1963 the total rose to 8, 25, and then 60 in 1966.

Twenty-two SEDFRE-sponsored students have already earned their degrees; several have been awarded advanced degrees. They are now teaching, practicing law, serving as social workers and generally making their influence felt in their communities.

Although the Eleanor Roosevelt scholars are young men and women of initiative and character, few of them would have completed their education without SEDFRE. Some were denied scholarship grants from other sources because of their civil rights activities. In some instances, their activities caused their expulsion from the only colleges they could afford on their

(more)

own or resulted in dismissal of their parents from jobs. Several, with the aid of SEDFRE scholarships, became the first Negro students to attend previously segregated colleges, a venture for which the usual scholarship grants are not available. Several white students, backed by SEDFRE aid, entered previously all-Negro institutions.

LEGAL ACTION The SEDFRE legal program initiates suits and undertakes defense to protect the rights of individual groups working for full equality, both in law and in reality. It has taken cases all the way to the U.S. Supreme Court.

In addition, SEDFRE maintains a general legal aid service, particularly in the areas of welfare rights and of consumer fraud in New York, and legal staffs in Tallahassee and New Orleans.

Litigation now being haldled by SEDFRE legal staff include:

Review by the Supreme Court of the United States to determine if a Mississippi Judge can be prosecuted under the Civil Rights Act of 1871 and 1866 for violating the civil rights of defendants appearing before him. The case, the first of its type ever reviewed in the high court, springs from the arrest in 1961 of one Negro and three white Episcopal ministers for entering a bus station restaurant in Jackson while on a prayer pilgrimage from New Orleans to Detroit,

Actions to reapportion the state legislature of Louisiana and Mississippi.

Action in California to uphold the refusal of a welfare worker to take part in midnight visits to homes of welfare clients on the grounds that such visits are invasions of the right of privacy.

Suit in a large South Carolina industrial plant to end discrimination based upon the use of tests unrelated to the skills needed on the job.

DEMONSTRATION INFORMATION AND ACTION PROGRAMS SEDFRE is seeking better ways to acquaint welfare clients with their rights under the law, and encourage them to take the necessary steps to make sure that their rights are respected.

In May, 1966, the organization started a one-year demonstration project in Newark, New Jersey, to give welfare recipients a new sense of dignity and worth, and to halt the neglect and exploitation which they often suffer.

(more)

~~SEMI ANNUAL~~ REPORT

~~April - September 1967~~

DATE	TITLE	PLACE	NUMBER OF PARTICIPANTS
February 24-26, 1967	Laboratory Training	Wappingers Falls, New York	77
April 28-30, 1967	Training Citizen Leaders To Teach Others	Camp Linwood, New Jersey	39
May 20, 1967	Citizenship Education	Baltimore, Maryland	27
May 27, 1967	Citizenship Education	Dorchester, Massachusetts	20
June 3, 1967	Welfare Rights	Syracuse, New York	47
June 10, 1967	Welfare Rights	Rockville Centre, New York	22
June 10, 1967	Sensitivity Training	Springfield, Massachusetts	15
June 17, 1967	Welfare Rights/Community Organization	Mount Vernon, New York	35
June 24, 1967	Sensitivity Training	Bronx, New York	33
July 15, 1967	Community Organization	Mount Vernon, New York	35
July 29, 1967	Citizenship Education	Dorchester, Massachusetts	37
July 30, 1967	Group Organization/Sensitivity Training	Bronx, New York	20
August 12, 1967	Community Organization	Southampton, New York	39
August 26, 1967	Citizenhsip Education	Mount Vernon, New York	30

In the Newark project, SEDFRE publishes information guides and special category brochures for the impoverished. This printed material, compiled with the assistance of SEDFRE staff, helps to take them step by step through the process of meeting eligibility requirements and securing their full rights under the law. It also aids welfare recipients to obtain special allowances to which they may be entitled and provides information on grievances procedures.

FUNDS Funds for the many SEDFRE activities come from varied sources. These include more than 3,500 individual contributions and a number of foundation grants.

Among foundations providing aid to SEDFRE are: Corning Glass Works Foundation, Samuel Rubin Foundation, Shanti Foundation, Stern Family Fund, Aaron E, Norman Fund, Field Foundation, New Hope Foundation, Ottinger Foundation, New York Foundation, Thomas & Audrey Hess Foundation, Wechsler-Forrest Slater Foundation, Albert List Foundation, Robert Marshall Civil Liberties Trust, and William C. Whitney Foundation.

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UNITED PLANNING ORGANIZATION
OF THE NATIONAL CAPITAL AREA

July 1, 1968

Mr. Cleveland L. Dennard
President
Washington Technical Institute
4100 Connecticut Avenue, N. W.
Washington, D. C.

Dear Mr. Dennard,

Recently Mrs. Barbara Simmons indicated to you in a telephone conversation that the United Planning Organization wished to explore the possibility of meeting some of its training and staff development needs through the facilities and programs of the Washington Technical Institute. It is my understanding that WTI is interested in exploring this possibility. To facilitate discussion and to indicate to you the range of our interests, I outline below a number of suggested courses with a brief content description and information about the students for whom each course would be given:

1. A basic course in Community Organization for presently employed Community Organization Specialists (many of whom have no college training) who have been promoted from the ranks on the basis of their record with UPO and Specialists in housing, consumer action, education, etc., who may have college training in their subject but little or no experience or training in community organization. The course should be pitched at a level that, with some variation in standards of performance required of individuals, could carry either undergraduate or graduate credit. The course should include both classroom work and field work. Field work assignments that would count for credit should be established by agreement with the NDP Directors and should fall within normal assignments of staff members.

...

Suggested time: one class session per week, two and one half hours, or two sessions per week of one and a half hours each, preferably in the late afternoon or early evening (between 4-7 p.m.). Consultation on individual field work projects - two hours every two or three weeks.

Estimated enrollment 25-30 students. Enrollment in this course would probably be required by UPO for those Community Organizers and Specialists who have no previous academic training in community organization.

2. A basic beginners course in Community Organization for Neighborhood Workers and Aides in poverty programs set at a level for freshman credit. Enrollment would be voluntary. It is impossible to estimate accurately the number of para-professionals who would want to enroll. On the UPO direct payroll there are 196 Neighborhood Workers and 84 Aides and job coaches in the various manpower programs. In addition there are aides in other delegate agency programs who would be eligible for the same course. Based on the response of Neighborhood Workers to the recent Title I program operated by Georgetown University we would expect at least two classes of 20-30 students and possibly as many as four. If the classes were held in the satellite centers the higher figure would be more likely. Again, based on the Georgetown experience classes held two days per week and each class period of two hours, would be feasible. We would want to include in this course also a prakticum including supervised field work. It would not be necessary for each class to have the same study content if varying the content sequence aided in teaching staff scheduling. The most convenient hours are early morning, late afternoon or evening.

3. A course in Administration and Supervision for middle and lower management personnel. This course would not presuppose any previous academic work in business administration. Until we have canvassed specifically for enrollment it is difficult to give a firm estimate as to numbers of students. We expect at least 20-30 and perhaps enough for two sections of this same size. Suggested time is late afternoon early evening, between 5&8 p.m. - once a week for two hours. Some of the students would certainly be interested in undergraduate credit.

...

4. Seminar for Program Managers: We had in mind a weekly seminar for one or two quarters for UPO and delegate agency personnel of the approximate level of NDC/NDP Directors. Content of the course would be fixed by agreement of participants. Credit should be available for class members desiring it - mostly at the graduate level. This seminar should probably be delayed until the second quarter so that considerable advance work can be done to determine major fields of interest of potential program participants.

Again the most convenient time is probably late afternoon or early evening.

5. Seminar for counselors : There are 41 counselors on the UPO direct payroll. Approximately two thirds are counselors working in various employment programs and the balance work in youth programs, mostly NYC. A high percentage of the counselors have a reasonable amount of formal training in counseling. This formal training was not specifically directed to the specific problems facing counselors who deal exclusively with problems of the hard core poor of the ghetto. A seminar for this group might well start with identifying and analyzing the special problems the counselors find in their work and then developing an appropriate curriculum designed to help them cope more adequately with those problems.

The most convenient time for meeting is the late afternoon or early evening in the second half of the week.

6. Seminar for Manpower Development Specialists: There are 26 Job Development Specialists on the UPO payroll. This is a type of work for which no specific academic program has generally been available. The MDS should have a basic knowledge of business concepts and elementary economic principles, industrial and personnel relationships, interpersonal relationships and sensitivity training. The basic problem that MDS personnel face is that business firms as a rule have employment entry standards and regulations that would usually exclude hard core poor from employment and hard core workers have personal habits and work habits different from employers' normal standards. The MDS staff member must persuade the employer to modify his traditional standards and procedures.

UPO is particularly interested in persuading employers to modify their employment procedures and on the job training so that a continuous flow of hard core poor can be absorbed in their employment program rather than seeking individual placements. The seminar should address itself to this problem.

...

7. An A.A. degree program, designed to enable Neibhborhood Workers and Aides in various anti-poverty programs to acquire the A.A. degree within a set period of time (time of course, would be longer than the two years required for full time students) while continuing to work full time for UPO or other similar agencies. We would like to explore the possibility of changing weighted distribution of time allocated to class room work in academic subjects vs. prakticum so that higher proportion of total credit in this two-year course can be given to the prakticum i.e. supervised field work. We would hope that a curriculum could be designed for these full time employed para-professionals that would lead to the A.A. degree in three or four years.

UPO is, of course, interested in determining any costs for registration, credit or otherwise that may fall upon students registered for any courses.

We would appreciate an early conference to discuss this program with you. If you have substantive questions about any of the above outlined suggestions please feel free to call on Mr. Wesley Cook, Director of the UPO Training Division.

Sincerely,

Hal Witt

Hal Witt
Deputy Executive Director

bcc: H. Witt
W.A. Branton
B. Fulton
J. Gee
F. Hollis
J. Lindsay
B. Simmons
W. Cook
J. Coursey

February 17, 1969

Wesley Cook
Training Director
United Planning Organization
1100 Vermont Avenue, NW
Washington, D.C. 20005

Dear Wesley:

Ronnie and I have been wondering about the progesss of your Ford Foundation training submission. We think it is a good one, but I don't suppose that surprises you. Let me know if there is anything we can do to help.

Sincerely,

Marvin Rich
Executive Director

A NOTE FROM
MARVIN RICH

have read
interested
What current status

UPO FORD FOUNDATION TRAINING SUBMISSION

UPO is anxious to adopt the basic "New Careers" concept as a guiding principle for its personnel policy and its in-service training program and wishes to complete the "New Careers" process by providing exit routes for experienced para-professionals, office workers and young professionals to assist them in making the transfer from the status of anti-poverty worker employed by an emergency organization to the status of an employee in a permanent agency in the community, working on a job where the skills and insights gained by working at UPO are useful.

Expressed in a different fashion, UPO should be a half-way house between living as an unemployed or underemployed member of the poor community and working on a regular para-professional or professional job in a permanent agency in either the private or public sectors. The work at UPO (the half-way house) and the training should be so arranged that the employees' natural talents will be developed and new skills added through training programs to be conducted in such a way that the educational gaps in the employees record get partially filled. To this must come terminal training programs and out-placement so that the UPO employee is amply qualified to maintain himself in a position in a permanent agency of equal or greater status with the position formerly held at UPO and with open possibilities for future advancement. Ideally, UPO believes that the maximum length of time that a para-professional should stay with UPO is three years. If by the middle of the third year the para-professional has not been promoted to a junior professional position within UPO or its Delegate Agencies, then exit from UPO into a permanent agency should be arranged via a New Careers program, some form of OJT, or by direct placement.

UPO and the Delegate Agencies recruit all of their para-professional staff, almost all of the clerical and office staff and more than 50% of the professional and administrative staff from the UPO poverty target areas of the inner city. During the past year, the staffing pattern of each program has been reviewed and modified to increase opportunities for the qualified para-professional to bridge the critical gap between working as a skilled para-professional and working as a junior professional. During the coming year UPO will again review the staffing patterns of all directly operated and Delegate Agency operated programs to determine whether every opportunity for restructuring jobs in such a way as to facilitate the use of junior professionals recruited from the para-professional ranks has been utilized. Likewise, UPO will re-study the internal promotional policies and practices to determine whether or not existing career ladders are being used at every level of possible advancement, whether employees are aware of their advancement opportunities, and whether in fact the career ladders in effect are adequate. In the whole area, UPO will consult with employees and will use the services of consultants to make sure that in our closeness to the problems we are not overlooking important aspects that need improvement.

The Program in Broad Outline

Essential to applying the New Careers concept at UPO are:

1. The transfer of practically all training programs to the Washington Technical Institute and Federal City College. The training programs would maintain a standared comparable to the standard for the Associate of Arts and Associate of Science degrees at these colleges, so that the UPO employee can apply credits for training courses toward his achievement of either of these two year degrees. This step will enable the para-professional to start building the education qualification needed to bolster his continuing employment chances after leaving UPO.

2. The development of out-placement capability to connect the para-professionals and professionals in lower echelons who fail to win promotion within a 2-3 year period, with permanent positions in the community. All forms of placement will be explored but the main reliance will be placed on New Careers programs. It is hoped that 150 - 200 para-professionals can be placed in 1969 through the New Careers program.

The value of the program to the individual UPO employee who acquires college credits, wider opportunities for advancement within the UPO organization and eventual out-placement in suitable permanent positions in the community is crystal clear. The advantages to UPO are expected to be equally large in terms of increased worker morale, more and better training that will increase work effectiveness and a regular infusion of new employees at the community level.

The Main Program Components

I In-Service Training

UPO will design almost all of its In-Service training to yield substantial college credits for staff members. The announced curriculum at Washington Technical Institute and at Federal City College are sufficiently wide ranging and so much in tune with inner city problems that they already include most of the subject areas UPO would wish to cover in its In-Service Training at the several staff levels. The UPO In-Service Training Program to be conducted at WTI and FCC would provide training for the following groups:

A. Para-Professional Training

The training courses for para-professionals will carry 6 credit hours per course per quarter. Three hours will be classroom type instruction and three hours will be credited for supervised field work. The field work will be selected from among activities that the employing component i.e., NDP, includes in its regular schedule of work or desires to set up as a special project. The sole function of the college field work supervisor in any UPO or Delegate Agency program is to insure that the field work training project selected by the UPO center or program component be sufficiently challenging to test the ability of the student and that the work performed merits college credit. Field work projects will normally be designed to involve a number of para-professionals and possibly one or more of their supervisors, enabling the field work supervisor to give more time to assisting on each project as well as permitting the program directors to plan projects requiring more sustained effort and sophistication than they might otherwise be willing to undertake.

Both colleges have a well developed curriculum for their two year degrees, under the heading "Urban Services" at FCC and "Human Resources Technology" at WTI. Initially, the UPO training courses would be selected from their standard offerings such as:

Community Organization Techniques
Counseling and Interviewing
Group Behavior and Dynamics
The Family in Poverty
Economics of Poverty
Anatomy of a Neighborhood
Structure and Practices of
    Government Agencies

By the end of the January - March quarter of 1969, the Training Division hopes to have established an Advisory Committee of students and a Delegate Agency training committee. The Training Division will work with these two committees and the appropriate faculty curriculum committees of the two colleges on the curriculum to be used in subsequent quarters.

Since many of the para-professionals have had no academic training for the past five or more years and a great number never finished high school, it must be assumed that a substantial number will need assistance in the form of coaching. It would be counter - productive to send para-professionals into college level courses and not give them the support they need to keep up at this level. A coaching staff of 22 will be included in the Training Division staffing table (see attachment). They will take the same courses as students and will develop coaching groups of 6 - 10 students as needed. Special assistance for students who need help with reading and writing will be programed in these subjects.

B. Professional and Administration Training

Community Organization supervisors and other field supervisors (in number approximately 150) are now largely promoted from the para-professional group. They have no college training. Their need to build up educational credits is most urgent to help them qualify for permanent positions at this level. The balance of this group of field supervisors are college trained but in most cases they came to UPO with no previous work experience in the field in which they now operate.

The projected courses for this group are the same as for the para-professionals except that the course content will be more extensive and problems of supervision will be included. The courses will carry six credit hours per quarter, including three credit hours for supervised field work.

For those professional and administrative employees who are not primarily engaged in supervising the work of para-professionals in the field, the training courses will be limited to classroom instruction once a week (carrying three credit hours).

Initially, the courses will tend toward rather convential presentation of basic management problems, i.e. problems of supervision, communications up and down, introduction to PPBS, PERT and Force-Field analysis alternated with basic courses in the sociological and economic problems of urban areas. By the beginning of the second quarter, we expect to have developed a substantial number of more specialized courses for special groups i.e., problems of Program Management for program directors, Job Development problems and strategy for certain Manpower personnel, etc.

C. Training in Typing and Office Work Skills

Nearly 80% of the UPO clerk-typists are high school graduates. On the other hand more than 50% of the NYC enrollees assigned to clerical work in UPO and Delegate Agencies' offices dropped out before finishing high school. Almost without exception, both groups are recruited from the UPO target areas.

The typing skill, knowledge of office procedures and facility in using standard office English is very uneven but the average performance level is below that required for employment in Federal agencies or private industry. The UPO training objective for both groups is to raise the individual skill level sufficiently that each clerical employee and each NYC enrollee assigned to our clerical operations can meet the Civil Service Commission's standards for entry to office positions at the GS-3 level.

The typing skill training will be contracted to Education Systems, Ltd. Two courses will be given, a speed development and a basic course plus speed development. ESL guarantees that each employee who enters the speed development course with an accurate speed rate of 25 words per minute, will leave with an accurate speed rate of 50 wpm. Those who test under a 25 word accurate speed rate are guaranteed to achieve an accurate 40 wpm speed rate.

Two courses in shorthand will be given at WTI. One course will be a refresher course for secretaries whose shorthand skill needs review and re-enforcement to reach the facility and speed necessary for promotion to top level secretarial positions. The second course is a beginning shorthand course for clerk-typists desiring to qualify for promotion to secretarial positions. The necessary supplemental training in office procedures and language skills will be given in regular UPO Training Division courses.

II Out-placement of UPO Employees Recruited from the Inner City Target Areas

UPO was among the earliest CAP agencies to develop large scale programs based on extensive use of para-professionals in community organization activities. Our head start, partly due to an early Ford Foundation grant and partly due to greater sophistication regarding availability of funds for a variety of activities that comes from our Washington location, made it possible for UPO to hire large numbers of para-professionals in community organization-oriented projects almost immediately. The result is that most of our para-professionals have been on the UPO payroll at least two years and many have three or more years service.

In the first year or two, every para-professional considered the landing of a UPO job as a stroke of good luck. He entered the work and the training with high spirits and great determination. As the difficulties and frustration in organizing the poor community became more and more apparent and the slowness with which institutions respond to community pressure became clear, a portion of the original élan with which para-professionals entered their first jobs with UPO disappeared.

More recently, as the public and private business community began to respond to the pressure for hiring disadvantaged persons on entry level permanent positions, a feeling among UPO para-professionals began to develop that they were the forgotten people; that the unemployed persons are being hired off the street into jobs of a permanent nature but that UPO staff members are left in a situation that has no future security. In short, the job that two or three years ago looked "beautiful" begins to look more and more like a dead end. And those employees who are fortunate enough to get merited promotions into professional positions worry even more about how they will be able to secure comparable jobs in permanent agencies because their academic background is skimpy and their professional experience is limited to work in one emergency agency.

To change this situation UPO is developing a number of out-placement programs as follows:

A. New Careers

The employees of anti-poverty agencies have always been eligible to enroll in New Careers training programs, provided only, that the employee who enrolls now would have met the present New Careers eligibility criteria at the time of his original employment with an anti-poverty agency. However, UPO knows of no New Careers programs with stipends sufficiently high to permit anti-poverty workers to enroll without the loss of three hundred to two thousand dollars in annual earnings. This low stipend level effectively excludes anti-poverty workers from these programs.

During FY '68, the Labor Department funded two New Careers programs in Washington, one of which is included in the WCEP program. The original WCEP grant provided for two hundred training slots. One hundred and sixty-five enrollees completed the training and were placed in GS-2 entry level jobs with the Department of Public Welfare, the Redevelopment Land Agency, the United States Employment Services and the Recreation Department. The stipend level was $1.84 per hour. The other New Careers program was operated by the Family and Child Services Agency with thirty-five enrollees at a stipend level of $4,770 per year. These enrollees were trained as case worker aides and on completion of training were placed in private agencies affiliated with the Health and Welfare Council at an average salary level of $5,500. Although the stipend level in the Family and Child Services project was sizeably higher than the standard New Careers program of WCEP, it was still too low to permit the enrollment of experienced Neighborhood workers whose average salary level after two years of service is $5,150. The Washington Teachers' College conducted an OJT type training project for teachers aides recruting the enrollees from the poverty area. However, the average placement level was lower than the figure required for the placement of para-professionals on the UPO payroll.

The Family and Child Services Training project has been refunded for another year by the Labor Department. This funding however, is lower than that provided last year, so that no para-professionals from the anti-poverty program will be able to enroll unless supplementary funds are provided to make up the difference in cost. The standard WCEP New Careers program is now in process of being refunded. UPO expects the funding level to be sufficient to permit enrollment of approximately three hundred individuals from the inner city. Again however, the average cost per enrollee allowed in the funding is so low that anti-poverty para-professionals are effectively excluded from participating in this New Careers project.

Since the public agencies, on the basis of their 1967-68 experience, expect to receive a plentiful supply of satisfactory New Careers enrollees at the low entry level of GS-1 and 2, UPO expects to encounter substantial resistance to the placement of UPO para-professionals from the advanced New Careers training programs at the necessary GS-4, 5 and 6 entry levels. To offset this expectation, UPO will couple the standard New Careers program with the Advanced New Careers program in such a way that agencies who are unwilling to make provisions for a reasonable quota of New Careers enrollees at entry levels GS-4, 5 and 6, will be excluded from participating in the standard New Careers at the lower entry levels.

UPO proposes to use the requested Ford Foundation grant in part to provide suitable out-placement opportunities for approximately 200 UPO para-professionals through establishment of the following Advanced New Careers programs;

1. UPO proposes a supplement funding from the Ford Foundation grant to The Family and Child Services New Careers program to raise the enrollees' stipends to an average of $5,350 plus fringe benefits. The level approved in the Labor Department funding is $4,700 with no fringe benefits. With this change the entire 46 enrollees contemplated in the FCS project will be recruited from the more senior para-professionals on the UPO and Delegate Agencies staffs. Additional funding will also be needed to reduce the phasing to approximately 10%. The total supplement necessary to accomplish these purposes id $105,000.

2. UPO has been developing an Advanced New Careers program for one hundred para-professionals. The most likely employers, on the basis of our preliminary discussions, are the Bureau of Licenses and Inspections, the Department of Public Health, the Land Redevelopment Agency and the Department of Vocational Rehabilitation.

   The estimated cost including stipends, fringe benefits and training is $650,000, UPO has conducted preliminary discussions with representatives of the Labor Department for funding of this Advanced New Careers program. However, a realistic appraisal does not encourage us to believe that this entire amount will be forth coming from the Labor Department. On the other hand, we feel that the novel nature of the project may be used to secure funding approximately equal to Labor's usual funding for a like number of enrollees in a standard New Careers program. If this hope can be realized the supplement required from the Ford Foundation grant would approximate $300,000.

3. The UPO will attempt to negotiate an Advance New Careers project for 50 para-professionals with the Board of Education. For this project, Labor Department funding can not be used because of the estrictions in the Scheuer Admendment. It may be possible to secure partial support from Title II funds which the Board of Education has available. It is, however, uncertain at this point whether or not the public school officials can be persuaded to develop teacher aide positions with function and salary grades high enough to permit the entry of anti-poverty workers into the teacher aide program. Because this program involves so many factors that can not be fully assessed at this time, we are not including it in the budget but would like to reserve the right to file a request for supplemental funding should it become possible to develop such a project.

4. The UPO proposes to train 30 parap-professionals from Manpower and Community Organization programs for advancement to management positions.

The Secretary of Labor has issued an order that after September 28, 1968, all vacancies in the Manpower program must be filled by target area residents. The intent of the order as well as the intent of some of the OEO guidelines is that the proportion of target area residents engaged in the management and control functions in the anti-poverty program should be increased as rapidly as possible and that the employment of professionals in such positions from outside the target area should be reduced. UPO promotion practice in the past has been to make the promotion and later to provide for on-the-job instruction. A good proportion of the para-professionals so promoted have received little training. Although the guidelines from OEO and the Secretary of Labor encourage promotion of para-professionals, the funding level never has included any trainee slots.

UPO would like to try to identify, in advance, para-professionals who seem qualified for advancement into management positions, to place them in training slots and to provide a system of pre-employment training which will prepare them for the promotion into management positions. Basically, the structuring of this program would be similar to the management interm programs which are very common in all large corporations. The main difference would be that instead of selecting college graduates from business administration school, UPO would be selecting the most promising para-professionals and Junior professionals who have recently risen from the para-professional ranks for advance training in management techniques which will assist them to perform well in the management positions, as these positions come open. The turn over in professional and management positions at UPO last year was 106% so that there will be no placement problems. This management training program would be designed to run for a year. The program would include management training courses conducted by WTI and two or three separate field placements during the year in regular UPO programs. Assuming an average annual earning rate of enrollees of $7,000, the enrollee cost of this program would be $233,000. The estimated cost for instruction and field work supervision is $50,000 per year.

UPO FORD FOUNDATION SUBMISSION - Budget

Budget Summary

	$
Personnel Costs	490,563
Contract Costs	518,692
Enrollee Costs	465,000
Travel	19,000
Space Rental	45,320
Consumable Supplies	17,700
Rental, lease or purchase of equipment	25,000
Other Costs telephone, postage, reproduction, printing, audio-visual supplies	28,100
Total cost of line itmes	1,609,375
Executive Administration Services @ 5%	80,469
Total Project Cost	1,689,834

PERSONNEL

1 Director		$ 16,300
1 Deputy		14,300
1 Staff Development Coordinator		12,240
1 New Careers Coordinator		12,240
1 Coordinator - Washington Technical Institute Programs		12,240
1 Coordinator - Federal City College Programs		12,240
1 Training Staff Development Coordinator		12,240
1 Office Training Coordinator		10,600
1 Deputy New Careers Coordinator		10,600
1 Counseling Coordinator		10,600
1 Board Training Specialist		10,600
1 Curriculum and Training Materials Development Specialist		10,600
1 Deputy Training Staff Development Coordinator		10,600
1 Audio-Visual Specialist		10,600
1 G E D Specialist		9,550
1 Senior Counselor		8,290
1 Intermediate Trainer		8,290
2 Head Coaches	@ 7,300	14,600
2 Jr. Counselors	@ 6,850	13,700
2 Jr. Trainers - Clerical	@ 6,850	13,700
2 Jr. Trainers	@ 6,850	13,700
10 Coaches	@ 6,850	68,500
4 Board Training Aides	@ 5,940	23,760
2 G E D Aides	@ 5,940	11,880
2 Audio-Visual Aides	@ 5,940	11,880
1 Administrative Assistant		8,870
1 Secretary		7,300
1 Secretary		6,390
3 Secretaries	@ 5,940	17,820
1 Secretary	@ 5,550	5,550
3 Production typist	@ 5,150	15,450
1 Scheduling Specialist	@ 5,940	5,940
	TOTAL:	$431,170.00
	2½ % merit increase	10,779.00
	Sub-total	441,949.00
	Fringe benefits @ 11%	48,614.00
	TOTAL PERSONNEL	490,563.00

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CONTRACT COST

A. WTI and FCC

1.	Para-Professionals (474) 19 groups of 25 students per group - 6 credit hours per quarter - three quarters per year. Cost is $250 per group per credit hour per quarter 19 groups x $250 x 6 hours x 3 quarters.		$ 85,500
2.	Professional and Administrative (574) 150 first line supervisors more than half of whom are promoted from the para-professional group 6 groups of 25 - 6 credit hours per quarter - 3 quarters 6 groups X $250 X 6 hours X 3	$ 27,000	
	424 para-professional and administrative personnel to receive training in supervision and administration at various levels according to their program responsibilities. 17 groups of 25 - 3 credit hours per quarter - 3 quarters per year 17 groups X $250 X 3 X 3	38,250	
	SUB TOTAL:	$ 65,250	65,250
3.	Secretaries (50) Refresher shorthand and beginning shorthand (estimated - 2 groups x 250 x 3 hours x 3 quarters		4,500
4.	New Careers (150 enrollees) Training cost (estimated @ $1200 each) *		180,000
5.	Research and Development Industrial Engineering unit to work with public and private agencies restructuring jobs to increase available jobs for para-professionals. * Annual cost $30,000. Cost January 1 to July 1, 1969 (to be included in WTI budget for FY 70).		15,000

Staff

4 full-Time @ $15,000	- 60,000
4 part time ~~@~~ total	- 15
Fringe 12%	8.
Training materials	10
Honorariums	15
Director	20
Deputy	15
sec.	7
	$150,000

see also page 6 item C

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6. Board Training and Citizen Leadership Training

200 enrollees - divided into groups of 10-15 each average 12 per group. 17 groups, three hours weekly - 3 quarters: 17 X $250 X 3 X 3	$ 38,250	
Training Materials - (books, films, etc.)	5,000	
Honorarium and travel expenses for guest lectures.	10,000	
SUB TOTAL:		$ 53,250

7. Management Internship Program

Director and training cost	$ 30,000
TOTAL A:	$ 433,500

B. Education Systems Limited

100 clerk-typists in speed and accuracy building course to a guaranteed 50 words per minute accurate speed @ $50 per person.	$ 5,000	
250 clerk-typist and NYC enrollees assigned to work in UPO and UPO Delegate Agency offices in basic typing course plus speed and accuracy course to a guaranteed 40 words per minute accurate speed @ 100 per person	25,000	
TOTAL B:		30,000

C. Staff Conferences and Evaluation
Staff sensitivity, planning and evaluation conferences

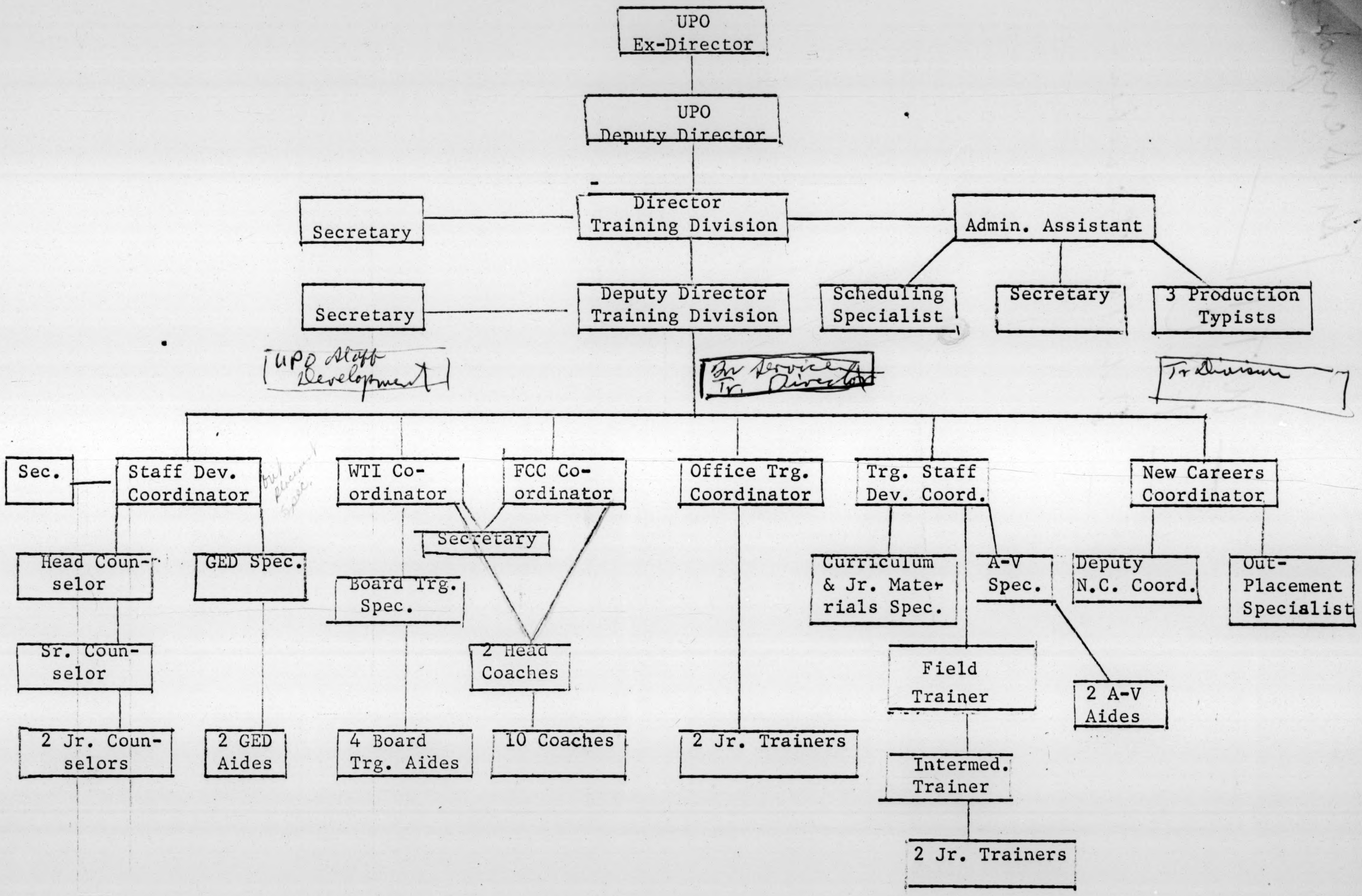
1. December 28 - 31, 1968 (r days) and a two day follow-up conference approximately 6 weeks later to be contracted to National Training Laboratories. NTL costs for consultants, consultant expenses and NTL central office coordinating time.	$ 9,392
Staff (50) living expenses for 6 days @ $24 per day (50 X 6 X 24).	$ 7,200
SUB TOTAL:	16,592

2.	June 1969 - four day staff conference for program evaluation and re-planning, living expenses for staff @ $24 per day. Consultants cost to be included in contract for program evaluation.	$ 3,600	
3.	Consultant contract for program evaluation (estimated) consultants to make an interim report in June 1969 and a final report on first year's operation in January, 1970. Consultants to assist in planning and conduct of staff conference in June 1969 on program evaluation and re-planning.	$ 15,000	
4.	Consultant fund for use as needed during the year.	$ 20,000	
		TOTAL C:	$ 55,192
	Total Contract and Consultant Costs:		$ 518,692

Enrollee Costs

A. New Careers		
1. Family and Child Services supplement to Labor Department grant	$ 90,000	
2. One hundred enrollees in new project, assuming Labor Department will contribute $350,000. The supplement needed is	220,000	
(A lesser funding by the Labor Department or no funding would raise cost accordingly.)		$ 310,000
B. Management Interns		
10 enrollees at an average salary of $8,500		$ 85,000
C. Board Member and Citizen Leadership Training		
Attendance allowance to cover baby sitting, travel and meal, computed at 140 @ $10.00 per session for 32 sessions	62,000	
and 60 @ $5.00 (without baby sitting). Possibility that 25 enrollees would be permitted to take two courses per week. (25 X $10.00 X 32)	8,000	$ 70,000
TOTAL Enrollee Costs:		$ 465,000

Travel		
Local 50 persons @ $1.00 per day x 260 days	$ 13,000	
Out of town 30 trips @ 200	$ 6,000	$ 19,000
Space		
59 persons x 110 square feet each @ $5,50 per square foot per year.	$ 13,670	
1 Audio-visual laboratory 700 square feet	$ 3,850	
2 or 3 class rooms totaling 1600 square feet	$ 8,800	$ 45,320
Consumable Supplies		$ 17,700
Rental, lease or purchase of equipment		$ 25,000
Other Costs - postage, reproduction printing, telephone, etc.		$ 28,100


UPO
Ex-Director
UPO
Deputy Director
Secretary
Director
Training Division
Admin. Assistant
Secretary
Deputy Director
Training Division
Scheduling
Specialist
Secretary
3 Production
Typists
UPO Staff
Development
In Service
Tr. Director
Tr Division
Sec.
Staff Dev.
Coordinator
Out
Placement
Spec.
WTI Co-
ordinator
FCC Co-
ordinator
Office Trg.
Coordinator
Trg. Staff
Dev. Coord.
New Careers
Coordinator
Secretary
Head Coun-
selor
GED Spec.
Board Trg.
Spec.
Curriculum
& Jr. Mater-
rials Spec.
A-V
Spec.
Deputy
N.C. Coord.
Out-
Placement
Specialist
Sr. Coun-
selor
2 Head
Coaches
Field
Trainer
2 A-V
Aides
2 Jr. Coun-
selors
2 GED
Aides
4 Board
Trg. Aides
10 Coaches
2 Jr. Trainers
Intermed.
Trainer
2 Jr. Trainers

UPO

U P O
Training Division
February 1969

A Program for Educational Development and Career Advancement
(for informal discussion only)

There is a serious gap in the training programs that have been developed in the past few years by public and private employers to faciliate the employment of disadvantaged persons on job formerly largely closed to them.

The anti-poverty financed programs have made great strides in short training courses and in the placement of unemployed or under-employed members of minority groups on entry levels positions for which they previously had not been considered. Large corporations and many public agencies have stepped up their recruitment of college graduates into management positions and in addition are improving their internal promotion procedures to increase the number of individuals from minority groups who receive effective consideration for advancement.

Another substantial group of individuals, however, in between the entry level of GS 1-2 and the college graduate capable of entering at the management level, are the para-professionals of the various anti-poverty programs and the former para-professionals who have been promoted to lower supervisory and administrative positions. None of the existing manpower or training programs adequately provide for their integration into the main stream of permanent employment on jobs they are basically qualified to perform. The anti-poverty agencies (in this case UPO and its Delegate Agencies) and the community colleges (in this case WTI and FCC) should be mandated and financed to provide for this mid-level group the same opportunity for educational self development and career advancement that is already provided for lower and higher echelons.

Expressed in a different fashion, UPO should be a half-way house between living as an unemployed or underemployed member of the poor community and working on a regular para professional or professional job in a permanent agency in either the private or public sectors. The work at UPO (the half-way house) and the training should be so arranged that the employees' natural talents will be developed and new skills added through training programs to be conducted in such a way that the educational gaps in the employees record get partially filled. To this must come terminal training programs and out-placement so that the UPO employee is amply qualified to maintain himself in a position in a permanent agency of equal or greater status with the position formerly held at UPO and with open possibilities for future advancement. Ideally, UPO believes that the maximum length of time that a para-professional should stay with UPO is three years. If by the middle of the third year the para-professional has not been promoted to a junior professional position within UPO or its Delegate Agencies, then exit from UPO into a permanent agency should be arranged via a career advancement program, some form of OJT, or by direct placement.

UPO and the Delegate Agencies recruit all of their para-professional staff, almost all of the clerical and office staff and more than 50% of the professional and administrative staff from the UPO poverty target areas of the inner city. During the past year, the staffing pattern of each program has been reviewed and modified to increase opportunities for the qualified para-professional to bridge the critical gap between working as a skilled para-professional and working as a junior professional. During the coming year UPO will again review the staffing patterns of all directly operated and Delegate Agency operated programs to determine whether every opportunity for restructuring jobs in such a way as to facilitate the use of junior professionals recruited from the para-professional ranks has been utilized. Likewise, UPO will re-study the internal promotional policies and practices to determine whether or not existing career ladders are being used at every level of possible advancement, whether employees are aware of their advancement opportunities, and whether in fact the career ladders in effect are adequate. In the whole area, UPO will consult with employees and will use the services of consultants to make sure that in our closeness to the problems we are not overlooking important aspects that need improvement.

The Program in Broad Outline

Essential to applying the Educational Development and Career Advancement concept at UPO are:

1. The transfer of practically all training programs to the Washington Technical Institute and Federal City College. The training programs would maintain a standard comparable to the standard for the Associate of Arts and Associate of Science degrees at these colleges, so that the UPO employee can apply credits for training courses toward his achievement of either of these two year degrees. This step will enable the para-professional to start building the education qualification needed to bolster his continuing employment chances after leaving UPO.

2. The development of out-placement capability to connect the para-professionals and professionals in lower echelons who fail to win promotion within a 2-3 year period, with permanent positions in the community. All forms of placement will be explored but the main reliance will be placed on Educational Development and Career Advancement programs. It is hoped that 150 - 200 para-professionals can be placed in 1969 through this Educational Development and Career Advancement program.

The value of the program to the individual UPO employee who acquires college credits, wider opportunities for advancement within the UPO organization and eventual out-placement in suitable permanent positions in the community is crystal clear. The advantages to UPO are expected to be equally large in terms of increased worker morale, more and better training that will increase work effectiveness and a regular infusion of new employees at the community level.

The Main Program Components

I In-Service Training

UPO will design almost all of its In-Service training to yield substantial college credits for staff members. The announced curriculum at Washington Technical Institute and at the Federal City College are sufficiently wide ranging and so much in tune with inner city problems that they already include most of the subject areas UPO would wish to cover in its In-Service Training at the several staff levels. The UPO In-Service Training Program to be conducted at WTI and FCC would provide training for the following groups:

A. Para-Professional Training

The training courses for para-professionals will carry 6 credit hours per course per quarter. Three hours will be classroom type instruction and three hours will be credited for supervised field work. The field work will be selected from among activities that the employing component i.e., NDP, includes in its regular schedule of work or desires to set up as a special project. The sole function of the college field work supervisor in any UPO or Delegate Agency program is to insure that the field work training project selected by the UPO center or program component be sufficiently challenging to test the ability of the student and that the work performed merits college credit. Field work projects will normally be designed to involve a number of para-professionals and possibly one or more of their supervisors, enabling the field work supervisor to give more time to assisting on each project as well as permitting the program directors to plan projects requiring more sustained effort and sophistication than they might otherwise be willing to undertake.

Both colleges have a well developed curriculum for their two year degrees, under the heading "Urban Services" at FCC and "Human Resources Technology" at WTI. Initially, the UPO training courses would be selected from their standard offerings such as:

Community Organization Techniques
Counseling and Interviewing
Group Behavior and Dynamics
The Family in Poverty
Economics of Poverty
Anatomy of a Neighborhood
Structure and Practices of Government Agencies

By the end of the January - March quarter of 1969, the Training Division hopes to have established an Advisory Committee of students and a Delegate Agency training committee. The Training Division will work with these two committees and the appropriate faculty curriculum committees of the two colleges on the curriculum to be used in subsequent quarters.

Since many of the para-professionals have had no academic training for the past five or more years and a great number never finished high school, it must be assumed that a substantial number will need assistance in the form of coaching. It would be counter - productive to send para-professionals into college level courses and not give them the support they need to keep up at this level. A coaching staff of 22 will be included in the Training Division staffing table (see attachment). They will take the same courses as students and will develop coaching groups of 6 - 10 students as needed. Special assistance for students who need help with reading and writing will be programed in these subjects.

B. Professional and Administration Training

Community Organization supervisors and other field supervisors (in number approximately 150) are now largely promoted from the para-professional group. They have no college training. Their need to build up educational credits is most urgent to help them qualify for permanent positions at this level. The balance of this group of field supervisors are college trained but in most cases they came to UPO with no previous work experience in the field in which they now operate.

The projected courses for this group are the same as for the para-professionals except that the course content will be more extensive and problems of supervision will be included. The courses will carry six credit hours per quarter, including three credit hours for supervised field work.

For those professional and administrative employees who are not primarily engaged in supervisiing the work of para-professionals in the field, the training courses will be limited to classroom instruction once a week (carrying three credit hours).

Initially, the courses will tend toward rather conventional presentation of basic management problems, i.e. problems of supervision, communications up and down, introduction to PPBS, PERT and Force-Field analysis alternated with basic courses in the sociological and economic problems of urban areas. By the beginning of the second quarter, we expect to have developed a substantial number of more specialized courses for special groups i.e., problems of Program Management for program directors, Job Development problems and strategy for certain Manpower personnel, etc.

C. Training in Typing and Office Work Skills

Nearly 80% of the UPO clerk-typists are high school graduates. On the other hand more than 50% of the NYC enrollees assigned to clerical work in UPO and Delegate Agencies' offices dropped out before finishing high school. Almost without exception, both groups are recruited from the UPO target areas.

The typing skill, knowledge of office procedures and facility in using standard office English is very uneven but the average performance level is below that required for employment in Federal agencies or private industry. The UPO training objective for both groups is to raise the individual skill level sufficiently that each clerical employee and each NYC enrollee assigned to our clerical operations can meet the Civil Service Commission's standards for entry to office positions at the GS-3 level.

The typing skill training will be contracted to Education Systems, Ltd. Two courses will be given, a speed development and a basic course plus speed development. ESL guarantees that each employee who enters the speed development course with an accurate speed rate of 25 words per minute, will leave with an accurate speed rate of 50 wpm. Those who test under a 25 word accurate speed rate are guaranteed to achieve an accurate 40 wpm speed rate.

Two courses in shorthand will be given at WTI. One course will be a refresher course for secretaries whose shorthand skill needs review and re-enforcement to reach the facility and speed necessary for promotion to top level secretarial positions. The second course is a beginning shorthand course for clerk-typists desiring to qualify for promotion to secretarial positions. The necessary supplemental training in office procedures and language skills will be given in regular UPO Training Division courses.

II Out-Placement of UPO Employees Recruited from the Inner City Target Areas

UPO was among the earliest CAP agencies to develop large scale programs based on extensive use of para-professionals in community organization activities. Our head start, partly due to an early Ford Foundation grant and partly due to greater sophistication regarding availability of funds for a variety of activities that comes from our Washington location, made it possible for UPO to hire large numbers of para-professionals in community organization-oriented projects almost immediately. The result is that most of our para-professionals have been on the UPO payroll at least two years and many have three or more years service.

In the first year or two, every para-professional considered the landing of a UPO job as a stroke of good luck. He entered the work and the training with high spirits and great determination. As the difficulties and frustration in organizing the poor community became more and more apparent and the slowness with which institutions respond to community pressure became clear, a portion of the original elan with which para-professionals entered their first jobs with UPO disappeared.

More recently, as the public and private business community began to respond to the pressure for hiring disadvantaged persons on entry level permanent positions, a feeling among UPO para-professionals began to develop that they were the forgotten people; that the unemployed persons are being hired off the street into jobs of a permanent nature but that UPO staff members are left in a situation that has no future security. In short, the job that two or three years ago looked "beautiful" begins to look more and more like a dead end. And those employees who are fortunate enough to get merited promotions into professional positions worry even more about how they will be able to secure comparable jobs in permanent agencies because their academic background is skimpy and their professional experience is limited to work in one emergency agency.

To change this situation UPO is developing a number of out-placement programs as follows:

A. Educational Development and Career Advancement

The employees of anti-poverty agencies have always been eligible to enroll in New Careers training programs, provided only, that the employee who enrolls now would have met the present New Careers eligibility criteria at the time of his original employment with an anti-poverty agency. However, UPO knows of no New Careers programs with stipends sufficiently high to permit anti-poverty workers to enroll without the loss of three hundred to two thousand dollars in annual earning. This low stipend level effectively excludes anti-poverty workers from these programs.

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Since the public agencies, on the basis of their 1967-68 experience, expect to receive a plentiful supply of satisfactory New Careers enrollees at the low entry level of GS-1 and 2, UPO expects to encounter substantial resistance to the placement of UPO para-professionals from the Educational Development and Career Advancement programs at the necessary GS-4, 5 and 6 entry levels. To offset this expectation, UPO will couple the standard New Careers program with the new program in such a way that agencies who are unwilling to make provisions for a reasonable quota of New Careers enrollees at entry levels GS-4, 5 and 6, will be excluded from participating in the standard New Careers at the lower entry levels.

UPO proposes to use the requested HEW grant in part to provide suitable out-placement opportunities for approximately 200 UPO para-professionals through establishment of the following Educational Development and Career Advancement programs:

1. UPO proposes a supplement funding from the HEW grant to The Family and Child Services New Careers program to raise the enrollees' stipends to an average of $5,600 plus fringe benefits. The level approved in the Labor Department funding is $4,700 with fringe benefits. With this change the entire 46 enrollees contemplated in the FCS project will be recruited from the more senior para-professionals on the UPO and Delegate Agencies staffs. The total supplement necessary to accomplish these purposes is $125,000.

2. UPO has been developing an Educational Development and Career Advancement program for one hundred para-professionals. The most likely employers, on the basis of our preliminary discussions, are the Bureau of Licenses and Inspections, the Department of Public Health, the Land Redevelopment Agency and the Department of Vocational Rehabilitation.

   The estimated cost including stipends, fringe benefits and training is approximately $440,000.

3. UPO is in the process of developing an Educational Development Career Advancement program to prepare 100 para-professionals for Teacher Aide positions with the D. C. Board of Education. Preliminary discussions have taken place with representatives of the District of Columbia Teachers College and the next step is to include representatives of the D. C. School Board in these discussions. It is expected that most of the candidates for these Teacher Aide positions would be recruited from the para-professionals now employed in the Head Start and Day Care programs. The cost of this program including stipends, fringe benefits and training is approximately $400,000

4. The UPO proposes to train 30 para-professionals from Manpower and Community Organization programs for advancement to management positions.

   The Secretary of Labor has issued an order that after September 28, 1968, all vacancies in the Manpower program must be filled by target area residents. The intent of the order as well as the intent of some of the OEO guidelines is that the proportion of target area residents engaged in the management and control functions in the anti-poverty program should be increased as rapidly as possible and that the employment of professionals in such positions from outside the target area should be reduced. UPO promotion practice in the past has been to make the promotion and later to provide for on-the-job instruction. A good proportion of the para-professionals so promoted have received little training. Although the guidelines from OEO and the Secretary of Labor encourage promotion of para-professionals, the funding level never has included any trainee slots.

   UPO would like to try to identify, in advance, para-professionals who seem qualified for advancement into management positions, to place them in training slots and to provide a system of pre-employment training which will prepare them for the promotion into management positions. Basically, the structuring of this program would be similar to management interm programs which are very common in all large corporations. Instead of selecting college graduates from business administration schools however, UPO would be selecting the most promising para-professionals and Junior professionals who have recently risen from the para-professional ranks and would train them in advance of actual job vacancies in management techniques that will assist them to perform well in management positions, as these positions come open. The turn over in professional and management positions at UPO last year was 106% so that there will be no placement problems. This management training program would be designed to be completed in one year.

The program would include management training courses conducted by WTI and two or three separate field placements during the year in regular UPO programs. Assuming an average annual earning rate of enrollees of $7,000, the enrollee cost of this program would be $233,000. The estimated cost for instruction and field work supervision is $55,000 per year.

5. The UPO Training Division para-professionals staff of 31 will be trained and developed as a special training project. However, the training period will be longer (2 years), the training program more diversified, and the target placement jobs at a much higher level than the above outlined programs. The target placement area is staff positions with consulting firms who contract to provide a variety of services, such as evaluation, technical assistance, staff training, management improvement, surveys, etc, to government agencies at the city, state and federal levels. The hundreds of firms practicing in this general area at the present time are desperately seeking for qualified individuals from minority groups to assist them in this contractual service. It is anticipated that reasonably qualified graduates from this training course can be placed at entry level salaries of $8 - 1100 per year. In addition, it should be possible to place some of the graduates as trainers in the personnel departments of local multi-outlet stores such as the food chains, Drug Fair, Peoples, Sears, the Bell Telephone Company and other firms who are now hiring new employees from the inner city.

The para-professional group will be largely engaged in the first 6 to 9 months of the expanded training program in supplying support such as coaching or counseling to the UPO para-professional staff taking training courses at WTI and FCC. This group will, at the same time, be taking training courses for practitioners in the field of counseling, language remediation and tutoring from the WTI and FCC staff in these areas. As the demand for coaching and remediation slackens, the Training Division para-professional staff will be trained in other functions such as program evaluation , curriculum development, training UPO staff members in the field in specialized areas, i.e. community organization for tenant groups, welfare mothers, parent-school relations etc. They will also become skilled in developing training materials and in field testing the prepared materials for effectiveness.

B. OJT and Individual Job Placement

UPO has never attempted any systematic out-placement of para-professional staff. While the New Careers type program is currently popular, we suspect that many placements at a much lower dollar cost per placement can be made with OJT type programs and with simple direct placements. We plan to experiment with both approaches. We anticipate that the individual placement approach will be especially fruitful in the placement of clerical staff and young professionals who started their UPO careers as para-professionals.

III Board Training and Citizen Leadership Training

Washington, the nation's capital, probably has less real citizen participation than any other major U. S. city. Citizens of all economic and social levels, long have had little effective voice in influencing the development of their community. The poor and unorganized Negroes of the inner-city have been almost totally disenfranchised. The reasons usually advanced as causal factors in the wide-spread apathy and lack of effective citizen leadership are well known and need no recital here.

UPO believes that it could document the fact that the anti-poverty programs have increased citizen interest in affairs vitally affecting their present and future, have given some citizens a hope that their personal effort will make a difference, and have stimulated citizen activity in many places where cyncism and apathy went unchallenged before.

This difference in citizen attitude toward self help and institutional change, encouraging as it seems in contrast to earlier times, still falls far short of the effort needed to substantially affect the major changes now taking place in Washington.

These changes include:

- -The re-organization of the city government and the steps it will take to achieve real citizen representation.

- -The physical and social renewal of inner-city areas, such as the Shaw and Fort Lincoln projects.

- -The development and execution of a Model Cities demonstration.

- -The implementation of a massive Community Renewal Program -- including urban progress centers and neighborhood service programs.

- -The re-organization of the public school system in response to the Skelley Wright decision and the Passow Committee recommendations for developing a Model Urban School System.

- -The development of the city's two new institutions of higher learning--the Federal City College and the Washington Technical Institute.

- -The proposed construction of freeways in the inner city, together with the development of a mass transportation system for the entire metropolitan area.

The sum total of decisions that will be made in the above problem areas in the next 2 - 3 years will set the constraints, determine the framework of the possible and mold for many years to come the life of the present and future poor of the inner city. Will the new or remodeled establishment structures be responsive to the future needs of the poor? Do the poor have any effective means of influencing the changes now in progress? Is the UPO support of community action so directed that the citizens' groups of the poor are able to achieve maximum impact on crucial decision-making?

To encourage and nourish the growing citizen interest in vital problems, to assist the citizen leadership of the inner city to acquire knowledge about the problems they identify as most affecting their immediate community, and to help them to acquire the skills needed to begin to cope with these problems, UPO desires, by means of an HEW grant, to assist the Washington Technical Institute in establishing a Citizen Leadership Training capability.

The general purpose and broad concept of leadership training as outlined here lies almost wholly within the mandate of WTI as established by the Act of Congress creating WTI. The present WTI FY-69 budget authorized by Congressional appropriation would not permit the financing of such leadership training in the immediate future. Further, the lead time required by Federal budget procedures makes July 1, 1970 (the FY-71 budget) the earliest feasible date for WTI to expect funding for this program in its regular budget.

UPO and WTI believe that a cooperative effort will be more effective in developing a sound citizen leadership program than development by either party alone. The following is a suggested division of responsibilities:

a. WTI recruits faculty and supervises training courses.

b. UPO undertakes to identify neighborhood leaders who should be interested in training and undertakes the recruitment function.

c. WTI and UPO would work jointly on developing the curriculum including continuous review to ensure that the curriculum is always on target.

d. UPO would undertake to study the extent to which citizen leaders make use of the knowledge and techniques they learn in the training courses.

The budget for the Citizen Leadership Training Program assumes that 200 citizens would enroll in courses given within the scope of this program for three quarters in the school year. Each course would meet once per week for 2½ to 3 hours. A quarter is twelve weeks followed by a silent week. Courses can be audited or taken for credit as desired by the individual. Since this program seeks the active participation of the inner city poor who have acquired positions of leadership in their own community, a modest stipend to cover the cost of participation will be offered. The suggested schedule of stipends per session attended is:

1. $10 to cover baby sitting, transportation and one meal.

2. $5 when baby sitting is not required.

UPO estimates that up to one hundred of the 200 enrollees might come from the active representatives of the poor on Delegate Agency Boards and Neighborhood Advisory Committees of various segments of the anti-poverty program.

The estimated cost the Citizen Leadership Training at the level outlined here is approximately $240,000 for 15 months.

IV The Training Division Structure and Functions

The three major Training Staff functional units are:

1. The UPO Staff Development Unit. This is basically a unit that performs all personnel functions necessary to placing individual employees at the right point in the total UPO training programs and eventually connects the UPO employee with most suitable positions outside of UPO. These functions are career counseling, a high school diploma equivalency program when needed, the development of out-placement positions in permanent agencies in the community, the development of employee profiles, the matching of employee career interest, work experience, and training with out-placement opportunities developed. All of these functions will be coordinated with the WTI and FCC staff members performing similar functions.

2. The UPO In-Service Training Program Management Unit. This unit, together with the staff of WTI and FCC and the appropriate UPO and Delegate Agency Division, develops the training format and the curriculum, monitors the training programs in action, evaluates the results, seeks any indicated changes in curriculum, determines which enrollees need assistance to maintain college level performance and arranges for same.

3. The Training Staff Development Unit. This unit develops and operates training programs for the 31 Training Division para-professionals, arranges for additional training at WTI when appropriate, coordinates the para-professional staff's support functions and training functions, develops training materials and audio-visual aids for use in all training programs and field tests same, counsels para-professionals on their personal development as trainers, assists UPO Staff Development unit in selection of appropriate out-placement for Training Division para-professionals.

In addition to the three main units the Training Staff could include a small office support unit with a typing pool, a training staff communications center, a center to handle scheduling problems and a central file unit.

The Start-up Schedule

1. UPO will be able to recruit almost all of its staff within 4-6 weeks after receiving the grant because all para-professionals and most of the balance of the staff will be recruited from within UPO. Any staff time available to the Training Division prior to full program engagement will be utilized in planning and training activities.

2. WTI and FCC will require more time to get all staff on board because their present faculty is mostly engaged to capacity and can not be released for this training program to any large degree. It is anticipated that a considerable amount of recruitment may have to be made outside of Washington. To complete recruitment as rapidly as possible and to secure as much advance planning as possible, WTI and FCC will be authorized to hire on a "when available" basis without regard to any projected date for starting up a program unit. Anyone who can be brought in early will be used in advance planning, curriculum and materials development and in field testing the same.

3. To speed the start up WTI and FCC will be authorized to sub-contract, subject to UPO approval, portions of the recruitment, program development or other program units that will assist the prime contractor in reaching objectives at an earlier date.

4. All In-Service Training programs will be advanced tested through the use of pilot units. It is anticipated that both WTI and FCC will be able to mount limited pilots for training para-professionals and professionals during the spring 1969 quarter and that a training schedule somewhere between 40-75% of the projected maximum can be operated in the July quarter. Full schedules are expected in the January 1970 quarter and each quarter thereafter.

5. The training program for secretaries at WTI can start full schedule in spring 1969.

6. The Research and Development unit can start as soon as the two members of the staff are recruited, probably within 60 days after the grant is approved.

7. The Citizen Leadership Training (including training of Board members of Anti-poverty Agencies) probably requires a longer period of development than any other program because this is the only program where attendance is voluntary and the areas of recruitment are very diverse. WTI would be expected to be in a position to run a number of pilot programs in late spring and July quarters and to approximate full operation in the October 1969 quarter.

8. The Management Internship program is expected to begin operations in the July 1969 quarter.

9. The typing speed development and the basic typing plus speed development courses can begin immediately since no staffing or program development problems exist for this program.

10. The special Educational Development and Career Advancement programs designed to furnish suitable out-placement of para-professionals vary considerably in time requirements.

    a. Recruitment for the Case Work aides project can begin immediately and be completed in two to three weeks.

    b. The Teacher Aide project should be started soon so that aides will have 4-6 months training before school starts in September.

    c. The Management Intern project can be started in 60 days.

    d. The other project would require 90 - 120 days for start-up.

Annual Budget Projection for an Educational Development and Career Advancement Program in Washington, D.C.

This budget projection assumes that all parts of the program outlined in the tentative proposal will be fully funded. However, many of the parts of this program are separable and failure to fund one part would not seriously affect any other part of the program. For example, the Citizen Leadership Training is completely separable, as is the Management Intern Program.

This budget projection is made on an annual cost basis. Since only 4½ months of the 1969 fiscal year remain, and these months would be heavily affected by phase-in factors, the funding requirement for fiscal 1969 would not exceed 20-25% of the annual cost of any program unit. Phasing would also affect the FY 1970 budget since a number of the programs could not reach maximum operations before the second quarter of the fiscal year. The cost estimates for training at WTI have been worked out in considerable detail with Dr. Cleveland Dennard and the comparable costs for FCC have been accepted in principle as fair by Dr. Wiegman.

I. In-Service Training Costs

A. At Washington Technical Institute

1. Training UPO Para-professionals

10 groups of 25 persons each for 3 quarters @ $2,250 per group per quarter (10 x $2,250 x 3) — $67,500

2. Training UPO Professional and Admin. Staff

a) 3 groups of 25 persons each of first-line supervisors (3 x $2,250 x 3) — $29,250

b) 8 groups of 25 persons each (8 x $750 x 3) — $18,000 — $38,250

3. Secretaries

Refresher shorthand and beginning shorthand (2 groups x $750 x 3 quarters) — $ 4,500

4.	Counseling and Remediation		
	2 Counselor units @ 12,000 each	$24,000	
	3 Remediation units @ 13,000 each	$39,000	$63,000
5.	A Director, Deputy Director and Secretary		$47,000
	Annual In-Service Training Cost at WTI		$215,750
B.	Annual In-Service Training Cost at FCC for same groups		$215,750
C.	Contract with Education Systems, Ltd.		
	100 Clerk-typists in speed and accuracy building course to a guaranteed 50 words per minute accurate speed @ $50 per person	5,000	
	150 Clerk-typists and NYC enrollees assigned to work in UPO and UPO Delegate Agency offices in basic typing course plus speed and accuracy course to a guaranteed 40 words per minute accurate speed @ $100 per person	$15,000	
	Total this contract:		$20,000
D.	Program Evaluation		
	Consultant firm to be selected. Consultants to make reports on January 1 and June 15, 1970. Constractors' staff to participate in UPO Training Division conferences on program evaluation and re-planning for curriculum and program changes.		
	Estimated cost of Program Evaluation:		$15,000
E.	Contingent Fund for Consultants		
	For consultant services during the fiscal year to help solve problems not yet foreseen.		$ 20,000
F.	Increase in UPO Training Division Staff to supply support services		$200,000
	Total Annual Cost: In-Service Training		$686,500

II. Annual Cost of Special Education Development and Career Advancement Projects Leading to Out-Placement of Para-professionals.

A.	Project to place 100 enrollees at GS 4-5 levels in D.C. Government and private agencies:		
	Training cost at WTI @ $1,200 each	$120,000	
	Stipends - 6 months each (annual rate including fringe benefits $6,300)	$315,000	
	Total:		$435,000
B.	Supplement to Family and Child Service Agency New Careers Program to transform it into an Educational Development and Career Advancement Program (Training at WTI)		$125,000
C.	Project to place 100 enrollees as Teachers' Aides in D.C. School System:		
	Training cost at D.C. Teachers' College	$120,000	
	Stipends	$300,000	
	Total:		$420,000
D.	Management Internship		
	Instructional Cost at WTI	$ 55,000	
	Stipends for 30 enrollees average $8,500 12 months basis	$255,000	
	Total:		$310,000
E.	Increase in UPO Training Division Staff to supply counseling services, job development and other support services		$300,000
	Total Cost of these Educational Development and Career Advancement projects per year		$1,590,000

III. 15 Months Cost for Citizen Leadership Training Program at WTI

1.	Director, Deputy Director, Secretary	$47,000
2.	2-3 full-time staff	$45,000
3.	4 part-time staff	$15,000
4.	Training Materials	$ 8,000
5.	Honorarium and travel expenses for guest lecturers	$15,000
6.	Attendance allowance for enrollees to cover baby sitting, travel and meals, computed at 140 @ $10 per session for 32 sessions and 60 @ $5 (without baby sitting). Possibility that 25 enrollees would be permitted to take two courses per week.	$62,000
	(25 x $10 x 32)	$ 8,000
7.	UPO Support Staff	$40,000
	Total 15 months cost:	$240,000

[Leadership Development Dept's Contribution to Addendum to Ford Foundation Proposal]

March, 1968

SEDFRE REFERENCES

COMMUNITY GROUPS

July 20-24, 1966 - Frogmore, South Carolina — Citizenship Education Workshop

Sumter CORE
Citizens for a Better Community
Bogalusa Voters League
Southwest Georgia Movement
Mississippi Freedom Democratic Party
Political Action Committee and Citizens' Committee
SNCC
Voters for Equal Rights
Workers Voters League
Law Students Civil Rights Research Council
Voter Education Project
Claiborne Parish Civic League
Greene County Civic League
The West Feliciana Voters League
Sumter NAACP
Clarendon County Voters League
SCLC
Williamsburg County Voters League
Jackson County Civic Interest Group
Worth County Improvement League
Theo. R. McKeldin Republican Club
The Progressive Group of the World
Madison Voters League
Iberville Industrial Voters League, Inc.
Alabama Christian Movement for Human Rights
Florence County Committee on Community Action
Student Interracial Ministry/Alabama Mvment.

September, 1966 - Jacksonville, Florida — Citizenship Education Workshop

Jacksonville CORE
Jacksonville NAACP
Tallahassee Council on Human Relations
Quincy Democratic Committee
Madison County Civic League
Parent-Teachers Association
Jacksonville SNCC
Florida Voters League
Civic Interest Group
Jefferson County Voters League
Farmers Union
Tallahassee Inter-Civic Council

November, 1966 - Frogmore, South Carolina — Citizenship Education Workshop

Williamsburg County Voters League
St. George CORE
Community Information Center
South Carolina Voter Education Project
Palmetto Voters League

December, 1966 - Plaquemine, Louisiana — Citizenship Education Weekend Workshop

The Greater West Baton Rouge Improvement Association
Greensboro, Louisiana NAACP
LeMoyne Community Action, Inc.
Seymourville Citizens Group
Dorseyville School Parent-Teachers Association (Louisiana)
Pointe Coupee Voters League
Iberville Parish Student Association
Plaquemine Parent-Teachers Association
Students of Southern University
Plaquemine 8th Ward Association
Plaquemine Bus Drivers Association

February 24, 1967 - Wappinger Falls, New York — Human Relations Laboratory

Institute for Community Studies (Sarah Lawrence College)
Brooklyn CORE
Morris County, New Jersey CORE
Utica CORE
Welfare Committee
Boston CORE
Citizens Crusade Against Poverty

February 24, 1967 Workshop (continued)

The Brothers (Albany, New York)
United Community Corporation (Newark, NJ)
Long Island CORE
West Side Action Committee of Relocation
Essex County, New Jersey CORE
Stryckers' Bay Neighborhood Council, Inc.
South Bronx Community Progress Center
Human Relations Council
Syracuse CORE
Suffolk County CORE
Bronx Community Self-Improvement Association

April 28, 1967 - Sussex County, New Jersey Urban Conference

Westchester Mothers of Mount Vernon, New York
Target City Youth Training Program
Baltimore CORE
Bronx CORE
Pre-School Council
Philadelphia CORE

May 13, 1967 - St. Francisville, Louisiana Citizenship Education Workshop

Greater Baton Rouge Improvement Association
St. James Voter League
Port Allen, Louisiana Parent-Teachers Association
St. Francisville Voters League
Community Floral Club
Garden Club of Port Allen, Louisiana
Boy Scouts of America
Mt. Pleasant B. C. Baton Rouge
Little Citizens of St. Helena
Mount of Olive Church Flower Club
Greensburg NAACP
Stitch and Chat Club
West Feliciana Parish Voters League
St. James NAACP

May 20, 1967 - Baltimore, Maryland Citizenship Education Workshop

Inner-City Tenants Association
Union for Jobs or Income Now (U-Join)
Community Action Agency
Maryland Freedom Union
Mayor's Task Force on Social Welfare
Rescuers from Poverty
Baltimore CORE
Madison Square Improvement Association (Baltimore)

May 27, 1967 - Dorchester, Massachusetts Citizenship Education Workshop

American Friends Service Committee
Jamaica Plain Area Planning Action Council
Mothers for Adequate Welfare
New England Grass Roots Organization
Opportunities Industrialization Center
Roxbury, Massachusetts SNCC
Urban League
Youth Opportunity
Freedom House
Dorchester Citizen's Association
Metco
NAACP
Operation Exodus
St. Marks Ecumenical Center
Blue Hill Christian Center

June 3, 1967 - Syracuse, New York Welfare Rights Seminar

Utica CORE
Organization of Organizations
Cornhill Opportunity Center
Central Improvement Organization
Syracuse CORE
Crusade for Opportunity
Utica Community Action Commission
Federation of Downtown Community Council

June 10, 1967 - Rockville Centre, New York
Welfare Right Seminar

Rockville Centre Economic Opportunity Commission
Hempstead Economic Opportunity Commission
Port Washington Community Action Council
Freeport Multi-Service Center
Inwood Project ABC

June 10, 1967 - Springfield, Massachusetts
Sensitivity Training Workshop

Dorchester Ward 14 Citizens Association
Pittsfield, Massachusetts Head Start
Parker Hill Fenway APAC
Black Action Movement
Playroom 81 Inc.
Uplift

June 17, 1967 - Mount Vernon, New York
Welfare Rights/Community Organization

Yonkers Welfare Mothers
Mount Vernone Welfare Mothers Committee
Mount Vernon NAACP
Mothers for Adequate Welfare
Mount Vernon Community Action Group
Westchester Welfare Mothers

June 24, 1967 - Bronx, New York
Sensitivity Training Workshop

Executive Council of Episcopal Church
United Neighborhood Housing
Morrisania Community Progress Center

July 15, 1967 - Mount Vernon, New York
Community Organization Seminar

Community Mothers
N.E.G.R.O.
Committee on Negro Affairs
Consumer Education of Community Action Group

July 29, 1967 - Dorchester, Massachusetts
Citizenship Education Workshop

Parents for Justice
U. M. Afro-American Society
Community Health Center (Roxbury)
Boston CORE
Boston SNCC
Youth Alliance Inc.
Roxbury Peoples Movement

July 30, 1967 - Bronx, New York
Group Organization/Sensitivity Training

Hunts Point Neighborhood Youth Corps
Neighborhood Medical Care Demonstration

August 12, 1967 - Southampton, L.I., N.Y.
Community Organization Workshop

Southampton Human Relations Council
Southampton CORE
Economic Opportunity Council of Suffolk
Central Brookhaven Community Action Committee
Bay Area Community Center

August 26, 1967 - Mount Vernon, New York — Citizen Education Workshop

Samuel Austin for Mayor Campaign
People's Education Program (PEP)
Association of West Indian Afro-Americans of Mount Vernon
Massive Economic Neighborhood Development Inc. (MEND)

September 22-24, 1967 - Plainview, L.I., N.Y. — Police-Community Relations Laboratory

Suffolk County Human Relations Commission
Wyandanch Head Start
Community Relations Council of Islip Township
Young Adult Action Committee of Wyandanch
Rockville Centre Tenants Association
VISTA

October 27-29, 1967 - Norma, New Jersey — Community Development/Self-Awareness

Young Adults Action Committee (Long Island)

COMMUNITY GROUPS

SERIES WORKSHOPS

January-April, 1966 - Louisiana-Mississippi Mobile Workshop Series

St. Landry Parish NAACP
Bogulusa, La. Voters League
Bogulusa, La. Local 624
East Feliciana, La. Community Relief
Young Democrats of East Carroll, Louisiana
Bogulusa Youth Organization (Louisiana)
Ferriday Freedom Movement (Monroe, La.)
Local 831 (Louisiana)
Child Development Group of Mississippi
Bogulusa, La. Deacons for Defense and Justice
Claiborne Parish League (Louisiana)
Madison Parish Registered and Get Registered Voters League (Louisiana)
United Christian Freedom Movement (Webster, Louisiana)
Jonesboro Youth Group, La. and Jackson Parish

February-May, 1966 - North Atlantic Mobile Workshop Series

Newark CORE
Somerset County, New Jersey CORE
New Jersey Community Action
Springfield, Massachusetts CORE
Monmouth County, New Jersey CORE
Atlantic County, New Jersey CORE

June-September, 1966 - South Carolina-Florida Mobile Workshop Series

Dorchester, So. Carolina CORE
Dorchester, So. Carolina NAACP
Clarendon County, So. Carolina NAACP
Buford County, So. Carolina Voters League
Williamsburg County Voters League, So. Caro.
Jacksonville, Florida SCLC
Jackson County, Fla. Voters League
Gasden County, Fla. Voters League
Gainesville Women for Equal Rights (Fla.)
Tallahassee, Fla. Inter-Civic Council
Sumter, So. Carolina Civic League
Marrboro County, So. Carolina Voters League
Clarendon County Voters League
Havanaah NAACP (Florida)
Madison County, Fla. NAACP
Marriana, Florida NAACP
Jefferson County, Fla. Voters League
Liberty County, Fla. Voters League

November-April, 1966-67 - 6 Weekend Workshops at Angeles Oaks, California - Seminars covering Law, Urban Problems, Community Organization and Leadership Techniques

Operation Bootstrap, Inc.
Pitzer College Students (Claremont, Calif.)
Leadership Training Center (San Diego)
Fellowship of Reconciliation
FDR-Sunset Democratic Club (Los Angeles)
San Bernardino County, Calif. CORE
American Friends Service Committee
Sons of Watts

July-September, 1967 - Georgia Leadership Development Series

Decatur Neighborhood Youth Corps
Hancock County Improvement Association
Sparta NAACP
Madison Parents Club
Georgia Council on Human Relations
Hancock Democratic Club
Springfield Community in Action
Sparta Parents-Teachers Association
Bostwick Community Club
Social Circle Poverty Group
Atlanta City Democratic Club
Athens Community Action Agency
Burke County Improvement Association
Sparta Education Association
Greene County Community Action Group
Atlanta Northside Council
VISTA
Atlanta Economic Opportunity Association

SEDFRE REFERENCES

COMMUNITY LEADERS who know SEDFRE and who can speak to our effectiveness.

Donald Tucker, Center Director
Operation Iron Bound
United Community Corporation
43 Merchant St., Newark, N.J. 07100

Mrs. Gloria Mims, Member
Board of Directors
Syracuse Community Action Program
Member, Organization of Organizations
130 Stewart Court, Syracuse, N.Y. 13200

John Dimery, President
Williamsburg County Voters League
601 East Main St., Kingstree, So. Carolina

Reverend George Noflin, President
West Feliciana Voters League
General Delivery, Weyanoke, Louisiana

Mr. Zelma Wyche, President
Madison Parish Voters League
212 Fish St., Tallulah, Louisiana 71282

William W. Harleaux, Vice-President-at-Large
Iberville Industrial Voters League
1818 Haase St., Plaquemine, Louisiana

Mrs. Grace Hardy, Secretary
Jefferson County Voters League
Route 2, Box 134, Monticello, Florida

A. C. Greene, Jr., Member
Leon County Voters League
1530 South Adams St., Tallahassee, Fla.

Reverend C. K. Steele, Vice President
Southern Christian Leadership Conference
President, Inter-Civic League
224 No. Boulevard, Tallahassee, Fla.

Robert Ingram, President
Hancock County Democratic Club
718 New St., Sparta, Georgia

Simpson J. Clark, President
Greene County Political Club
P. O. Box 49, Madison, Georgia

Mrs. Annie Devine
Madison County Voters League
614 West North St.
Canton, Miss. 39046

Sidney Alexander, President
Rollingfork Mississippi Freedom
Democratic Party
P.O. Box 324, Rollingfork, Miss. 39159

Mrs. Dovie Hudson, Member
Leake County Poverty Program
Rt. 3, Box 248A, Carthage, Miss. 29051

Joe Cotten, Member
Area Council Poverty Program
Rt. Box 204A, Madison, Miss. 39110

Reverend Peter J. Kirksey, President
NAACP
Rt. 1, Box D-19, Boligee, Alabama 35443

Lorenzo Brown
c/o Dr. John Monro
Miles College, Birmingham, Alabama

Mrs. Mable Allen, Member
Eudora Community Group
201 Arch St., Eudora, Arkansas 71640

A. H. Miller, President
Pine Bluff Civic Group
1813 Collegiate Circle
Pine Bluff, Arkansas 71602

T. E. Patterson, Executive Secretary
Arkansas Teachers Association
1306 Wright Avenue
Little Rock, Arkansas 72206

Mrs. Charles E. White, Former Member
Houston Board of Education
2209 Southmoore Blvd.
Houston, Texas 77004

W. H. Taft, Member
Board of Education
1395 Gladys St., Beaumont, Texas 77701

Community Leaders (Continued)

Miss Helen M. Woolfork, Member
Georgia Council on Human Relations
P.O. Box 185, Greensboro, Georgia 30642

Mrs. Edith Carey, Community Organizer
Suffolk County Office of Economic Opportunity
315 Second St., Greensport, N.Y. 11944

Mrs. Aida Edmondson, Member
Welfare Mothers
427 Homestead, Mount Vernon, N.Y.

Edwin R. Seyer, Director
Self-Help Housing-Suffolk County Office of
Economic Opportunity
57 Old Town Road, Southampton, N. Y.

Mrs. Luenetta L. Miller, Member
Rockville Centre Tenants Association
26 Old Mill Court
Rockville Centre, L. I., N. Y.

Mrs. Hattie M. Smyler
Community Relations Chairman
Long Island CORE
36 Mason St., Hempstead, L.I., N.Y.

Mrs. Louise McKeener
Boston CORE and Dorchester Ward 14
Citizens Association
90 Lawrence Ave., Roxbury, Mass. 02121

Mrs. Vera Dubitsky, Special Assistant
Suffolk County Human Relations Commission
38 Woodland Dr., Brightwaters, N.Y.

Robert W. Garrett
Long Island CORE and Youth Group of NAACP
451 Fulton Ave., Hempstead, L.I., N.Y.

Sol Herbert
Chairman, Bronx CORE
Instructor-Coordinator for BRONCO
1301 Boston Rd., Bronx, N.Y.

Mrs. Doris Bland
Mothers for Adequate Welfare
3 Leyland St., Dorchester, Mass. 02125

Reverend Kinmoth Jefferson
Executive Secretary
Greater Newark Council of Churches
9 Fulton St., Newark, N.J.

Dean K. Harrison, Executive Director
Economic Opportunity Council of Suffolk County
83 Main St., Patchogue, L.I., N.Y.

Asberry B. Butler, Member
Houston Board of Education
4902 Scott St., Houston, Texas 77004

Mrs. Mary Paige
Jonston Improvement Association
1430 North Bond St., Baltimore, N.Y. 21213

Mrs. Vernice E. Phifer, Organizer
Bay Area Community Center
59 Pinewood Dr., Shirley, N. Y.

Mrs. Bertha Phyfe
Head Start (Pittsfield, Mass.)
Main St., Stockbridge, Mass.

Howard Quander
N.Y.C. Community Development Agency
578 East 168th St., Bronx, N.Y.

Everett Gaitor
BRONCO
547 East 168th St., Bronx, N.Y.

Eugene Terrelonge
Bronx CORE
1330 Webster Ave., Bronx, N.Y. 10456

Mrs. Ida Torres
District 65 Local (AFL-CIO)
1212 Westchester Ave., Bronx, N.Y.

George J. Ritter
CRT - Hartford City Council
248 Whitney St., Hartford, Conn.

Mrs. Catherine H. Jenkins
418 Spring St., Manchester, Conn. 06040

Herbert Smith
75 Simpson St., Hartford, Conn.

Eric Hunter
Young Adult Action Committee of Wyandanch
28 No. 16th St., Wyandanch, N.Y. 11798

Mrs. Marian Kidd, Acting Chairman
United Welfare Groups of Essex County, N.J.
112 So. Orange Ave., Newark, N.J.

James Hooper, Chairman
Newark CORE
136 West Market St., Newark, N.J.

SEDFRE REFERENCES

VOLUNTEER FACULTY

Horace Sheffield
Citizenship Dept. United Auto Workers
8000 E. Jefferson, Detroit, Mich. 48200
(313) 926-5200

Preston Wilcox, Ph.D., Staff Associate
The Education Affiliate
Bedford Stuyvesant D & S Corp.
268 Ashland Pl, Brooklyn, N.Y. 11217
(212) 522-6010

William Gellermann, Ph.D.
Assistant Professor, Industrial Relations
N.Y. State School of Industrial & Labor Relations, Cornell University
7 East 43rd St., New York, N.Y. 10017
(212) OX 7-2247

Francisco Lugovina, Director
In-Service Training Department
South Bronx Concentrated Employment Program
529 Courtlandt Ave., Bronx, N.Y. 10451
(212) 669-0650

The Honorable Percy E. Sutton, President
Borough of Manhattan
Municipal Bldg. - Room 2050
New York, N.Y. 10007
(212) 566-4300

Arnett C. Greene, Jr.
Democratic Committeeman, Leon County
1530 So. Adam St., Tallahassee, Fla.

Mrs. Frances Pauley
Office of Civil Rights
U.S. Department of Health, Education and Welfare, Atlanta, Georgia
(404) 526-3442

Aaron Brown, Ph.D., Professor of Education
Long Island University
Member, New York City Board of Education
385 Flatbush Ave., Ext., Brooklyn, N.Y.
(212) 596-8163

Miss Myrtle Glascoe
Training Department
Child Development Group of Mississippi
Vincent Bldg., 230 West Capitol St.
Jackson, Mississippi 39201

Alfonso McGhee, Staff Associate
Legal Services Program
Office of Economic Opportunity
101 Marietta St., N., Atlanta, Ga. 30303
(404) 526-6911

William H. Samuel, Jr., President
Iberville Industrial Voters League, Inc.
1812 Third St., Plaquemine, La. 70764

Louis S. Smith, President
Operation Bootstrap, Inc.
4171 So. Central Ave., Los Angeles, Calif.
(213) 232-2129

Edward M. Brice, Ph.D., Assistant to Assistant Secretary for Education
Office of Education, U.S. Department of Health, Education and Welfare
North Bldg., Washington, D.C.
(202) WO 2-2374

Norman Hill, Associate Director
A. Philip Randolph Educational Fund
217 West 125th St., New York, N.Y.
(212) 666-2415

Leon Shull, Executive Director
Americans for Democratic Action
1223 Connecticut Ave., N.W.
Washington, D.C.

David Cohen
Industrial Union Department, AFL-CIO
815 - 16th St., N.W., Washington, D.C.

Charles T. Duncan, Corporation Counsel
District of Columbia
14th and E Sts., N.W., Washington, D.C.
(202) 629-4651

Kenneth A. Gibson
Former Candidate for Mayor of Newark
Newark, N.J.

Ed Duffee, Legal Assistant
Office of Secretary of State
Capitol Bldg., Tallahassee, Fla.

Volunteer Faculty (continued)

Mrs. Dollie L. Robinson, formerly
New York State Secretary of Labor
Special Assistant to Women's Bureau, U.S. Department of Labor
U.S. Department of Labor Representative to U.S. Trade Fair in Kenya
3 Agate Court, Brooklyn, N.Y.

Mrs. Mary S. Weaver, formerly
Program Analysis Officer with the U.S. Department of Health, Education and Welfare
Washington, D.C. 20201
residing at: 3819 - 26th St., N.E.
Washington, D.C.
(202) LA 9-0988

Herbert Callender, Consultant
General Convention Special Program, Executive Council of the Episcopal Church
815 Second Ave., New York, N.Y. 10017
(212) 867-8400

Mrs. Hattie Graves
Community Program Developer
Design for Urban Education
Rutgers University
37 - 16th Ave., Newark, N.J.

SEDFRE REFERENCES

The following leaders know of the work of SEDFRE and can speak to the value of SEDFRE absolutely and in relation to other organizations.

Jack Conway, Executive Secretary
Industrial Union Department, AFL-CIO
815 - 16th St., N.W., Washington, D.C. 20006
(202) 393-5581

Bayard Rustin, Executive Director
A. Philip Randolph Institute
217 West 125th St., New York, N.Y. 10027
(212) 666-9510

George Wiley, Ph.D., Director
Poverty Rights/Action Center
1713 R St., N.W., Washington, D.C. 20009
(202) 462-8804

Gregory Simms, Deputy Director
New Jersey Community Action Training Institute
2465 So. Broad St., P.O. Box 4078
Trenton, N.J. 08610
(609) 888-4200

Brian Glick, Executive Director
Center on Social Welfare Policy and Law
Columbia University
401 West 117th St., New York, N.Y.

Miss Patricia Ryan, Social Worker
Urban League of Essex County
58 Jones St., Newark, N.J.
(201) 623-1780

George Fontaine, Director
Joint Apprenticeship Program
368 Springfield Ave., Newark, N.J.

Miss Jo Ann Mezzeo
Law Students Civil Rights Research Council
Rutgers, The State University
180 Plane St., Newark, N.J.

Mrs. Gloria Raines, Chairman
Central Area Welfare Association
37 - 16th Ave., Newark, N.J.
(201) 243-5222

Harold Fleming, President
Potomac Institute
1501 - 18th St., N.W., Washington, D.C.
(202) 332-5566

Vernon Jordan, Executive Director
Voter Education Project
Southern Regional Council
5 Forsyth St., N.W., Atlanta, Ga. 30303
(404) JA 2-8764

John Steidl, Executive Secretary
Training Services, General Convention Special Program, Executive Council of the Episcopal Church
815 Second Ave., New York, N.Y. 10017
(212) 867-8400

John Lewis, Director (of)
Community Organization
Southern Regional Council
5 Forsyth St., N.W., Atlanta, Ga. 30303
(404) JA 2-8764

Mrs. Mae Massie, Civil Rights Director
Industrial Union Department, AFL-CIO
375 Murray Hill Parkway
E. Rutherford, N.J.
(201) 933-9494

Mrs. Daisy Ash, Chairman
Welfare Committee, Peoples Action Group
L70 Watson Ave., Newark, N.J.
(201) 824-5097

Mrs. Rebecca Andrade, Acting Director
Newark Pre-School Council
17 Waverly Ave., Newark, N.J.
(201) 242-0303

SEDFRE REFERENCES

Users of SEDFRE Training Services by Contract

Child Development Group of Mississippi
Edward Cole, Director of Training
Vincent Bldg., 230 West Capitol St., Jackson, Miss. 39201
(601) 948-7390

Southern Cooperative Development Program
Reverend A. J. McKnight, C.S. Sp., Director
204 Gauthier Rd., P.O. Box 3005
Lafayette, Louisiana 70501
(318) 232-9206

Stryckers Bay Neighborhood Council, Inc.
Benjamin Robinson, Assistant Director
Community Action Project
627 Amsterdam Ave., New York, N.Y. 10024
(212) 874-5275

Massive Economic Neighborhood Development, Inc. (MEND)
Mrs. Lynn Dozier, Acting Director
200 E. 116th St., New York, N. Y. 10029
(212) 348-1205

Miles College
Dr. John W. Monro, Dean, Freshman Program
Birmingham, Alabama

Center for Urban Ethics
Reverend Joseph Duffey, Assistant Director
55 Elizabeth St., Hartford, Conn. 06105
(203) 232-4451

Ford

SEDFRE REFERENCES

The following leaders know of the work of SEDFRE through direct involvement, either through use; planning and direction or training. They can speak to the value of SEDFRE absolutely and in relation to the other organizations:

Mr. Jack Conway, Executive Secretary
AFL - CIO
Industrial Union Department
815 - 16th Street NW
Washington, D.C. 20006
(202) 393-5581

Mr. Harold Fleming, President
Potomac Institute
1501 18th Street NW
Washington, D.C. 20006
(202) 332-5566

Mr. Bayard Rustin, Executive Director
A. Philip Randolph Institute
217 West 125th Street
New York, N.Y. 10027
(212) 666-9510

Mr. Vernon Jordan, Executive Director
Southern Regional Council
Voter Education Project
5 Forsyth Street
Atlanta, Georgia
(404) 522-8764

Mr. George Wiley, Director
Poverty Rights/Action Center
1713 R Street NW
Washington, D.C. 20009
(202) 462-8804

Mr. John Steidl, Executive Secretary
For Training Services Of The General Convention
Special Programs
Episcopal Church Center
915 Second Avenue
New York, N.Y. 10017
(212) 867-8400

SEDFRE REFERENCES

Users Of SEDFRE Training Services By Contract:

Mr. Edward Cole, Director Of Training
Child Development Group Of Mississippi
Vincent Building
230 West Capitol Street
Jackson, Mississippi 39201
(601) 948-7390

Father A.J. McKnight, C.S. Sp., Director
Southern Cooperative Development Program
204 Gauthier Road
Lafayette, Louisiana 70501
(318) 232-9206

Mr. Benjamin Robinson, Assistant Director
Stryckers Bay Neighborhood Council, Inc.
Community Action Project
627 Amsterdam Avenue
New York, N.Y. 10024
(212) 874-5275

SEDFRE REFERENCES

Volunteer Faculty

Mr. Horace Sheffield
Citizenship Department
Untied Auto Workers
8000 East Jefferson
Detroit, Michigan 48200
(313) 926-5200

Professor Preston Wilcox, Staff Associate
The Education Affiliate
Bedford Stuyvesant D & S Corporation
268 Ashland Place
Brooklyn, New York (212) 522-6010

Professor William Gellerman
Assistant Professor, Industrial Relations
New York State School Of Industrial & Labor Relations
Cornell University
7 East 43rd Street
New York, N.Y. 10017

Mr. Francisco Lugovina
In-service Training Director
South Bronx Concentrated Employment Program
529 Courtlandt Avenue
Bronx, New York 10451

The Honorable Percy E. Sutton
Manhattan Borough President
Municipal Building - Room 2050
New York, N.Y. 10007
(212) 566-4300

SEDFRE REFERENCES

Community leaders who know SEDFRE and who can speak to our effectiveness:

Mr. Donald Tucker, Center Director
Operation Iron Bound
United Community Corporation
43 Merchant Street
Neward, New Jersey 07100
(201) 642-5018

Mr. W.W. Harleaux, President
Iberville Industrial Voters League
1818 Haase Street
Plaquemine, Louisiana 70764
(504) 687-6248

Mrs. Gloria Mims, Member
Board Of Directors
Syracuse Community Action Program
Member, Organization Of Organizations
130 Stewart Court
Syracuse, New York 13200
(315) 478-4485

Mss
546

SEDFRE

Atlantic County CORE

Box 21
Folder 14

State Historical Society of Wisconsin

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Atlantic County CORE

CORE SCHOLARSHIP, EDUCATION AND
DEFENSE FUND
New York 38, New York

WORKSHOP APPLICATION

Name George Hackley Age 31

Address RD1 Box61 Fire Rd Absecon N.J. Phone 6462882

Occupation Dairy Clerk

Name of Organization you Represent Alantic County Chapter CORE

Address RD1 Box61 Fire Rd Absecon, N.J.

Position Chairman

Experience

Describe the basic problems in your community as you see them: Apathy in Negro Community, White power structure's Control over Negro Community, discrimination in employment, Housing, education.

Describe your Civil Rights Activities 1959 - 1962 protest demonstrations Washington, D.C. Baltimore Md. Montgomery County Md. Prince Georges County, Md, Northern Va. Rock Hill South Carolina.

Describe the problems that you have getting communities to move:

Apathy, No interest, present "Negro leaders" inept. No second generation leaders emerging. Uncle Tomism, No emotionalism in Negro Community, No ANGER,

Describe the problems you have in working with other groups;

Pres. of other Civil Rights ~~leader~~ group Feels Threatened (NAACP) by newly formed Chapter of CORE.

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community? ______

What do you regard as the most important things a good leader should know or be able to do? instill confidence in others.

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community: leadership, how to appeal to peoples emotions, methods of organizing groups, technique, in short how to be a "rabble rouser"

Comments: ______

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

George Hackley
Signature of Applicant

****

Do not write below this line.

Attendance ______

Participation ______

Student Evaluation ______

Comments ______

Atlantic County

CORE SCHOLARSHIP, EDUCATION AND
DEFENSE FUND
New York 38, New York

WORKSHOP APPLICATION

Name BILL LA TOUCHE Age 22

Address 126 ATLANTIC AVE. - APT. 8 Phone NONE

Occupation COMMUNITY ACTION INTERNE

Name of Organization you Represent ATLANTIC COUNTY Congress of Racial Equality

Address

Position MEMBER

Experience NONE OFFICIALLY

Describe the basic problems in your community as you see them: APATHY; LACK OF POLITICAL SOPHISTICATION; ISOLATION FROM THE REST OF THE COUNTRY; FEAR; BLACK NEUROSES.

Describe your Civil Rights Activities MARCHED ON MONTGOMERY; HAVE MARCHED IN NEWARK WITH CORE; HELPED START ATLANTIC COUNTY CORE; ADVISOR TO LOCAL NAACP YOUTH COUNCIL; MEMBER OF BRANCH.

Describe the problems that you have getting communities to move: FOLKS HERE NEVER EVEN HEARD OF M.L.K., MUCH LESS CORE. THE COMMUNITY ACTION APPROACH WILL PROBABLY DO BETTER THAN CIVIL-RIGHTS!

Describe the problems you have in working with other groups; LOCAL NAACP PRESIDENT IS AN UNCLE TOM SUFFERING FROM A SEVERE CASE OF MEGALOMANIA. HE ALSO THINKS WHITE. A POTENTIAL SELL-OUT.

[illegible]

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community?

MISTRUST OF MOTIVES; TOOMUCH CHRISTIANITY; NOT ENOUGH BLACK PRIDE OR OPEN BLACK ANGER.

What do you regard as the most important things a good leader should know or be able to do? UNDERSTAND PEOPLE & WHAT MOTIVATES THEM; DEAL IN REALITY; BE ABLE TO BRING DIFFERENT GROUPS TOGETHER; CARE ABOUT PEOPLE.

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community:

HOW TO ORGANIZE; HOW TO DEVELOP BLACK LEADERSHIP WHERE THERE IS NONE; HOW TO EDUCATE WHITE & BLACK FOLKS.

Comments: THINGS ARE SO BAD THAT MUSLIMS CAN'T MAKE IT HERE.

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Bill La Touche
Signature of Applicant

****

Do not write below this line.

Attendance____

Participation____

Student Evaluation____

Comments____

Atlantic
County
CORE

CORE SCHOLARSHIP, EDUCATION AND
DEFENSE FUND
New York 38, New York

WORKSHOP APPLICATION

Name Leon Wilcot Age 35

Address ~~RD Box 1~~ 709 Eight Av. N.Y. N.Y. Phone

Occupation Union organizer

Name of Organization you Represent Atlanta Ct. C.ORE.

Address

Position Chairman Steering Committee

Experience

Describe the basic problems in your community as you see them:

Leon asked that I fill application and mail this application because I couldn't contact him but via telephone.

Describe your Civil Rights Activities

Describe the problems that you have getting communities to move:

Describe the problems you have in working with other groups;

Atlantic County CORE

CORE SCHOLARSHIP, EDUCATION AND DEFENSE FUND
New York 38, New York

WORKSHOP APPLICATION

Name David Foye Age

Address 207 Madison Av. Atlantic City N.J. Phone

Occupation

Name of Organization you Represent Vice-Chairman Atlantic County CORE

Address

Position

Experience

Describe the basic problems in your community as you see them:

Describe your Civil Rights Activities

Describe the problems that you have getting communities to move:

Describe the problems you have in working with other groups;

MSS
546 SEDFRE

Boston CORE, 1967

Box 21
Folder 15

State Historical Society of Wisconsin

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AUG 15 1967

ACTION for BOSTON COMMUNITY DEVELOPMENT Inc.
18 TREMONT STREET • SUITE 200 • BOSTON, MASSACHUSETTS 02108 • Telephone 742-5600

August 14, 1967

Scholarship, Education &
Defense Fund for Racial Equality
150 Nassau Street
New York, New York 10038

Attention: Ronnie Moore

Dear Mr. Moore:

Enclosed are two copies of the revised seminar proposal from Boston Congress of Racial Equality's Housing Study Group.

In regard to changing our name, the chapter and the executive committee felt that this was unnecessary. They also felt that much of the value of the Housing group would be its connection with CORE since CORE has a long history of working with tenants in the Roxbury area to improve housing. We still receive calls from tenants requesting the assistance we had given in the past. These calls prompted us to attempt to assist tenants on a broader basis as you can see from the seminar proposal.

We did not attempt to write a history because that would have to cover the Housing Committee's activities from somewhere around 1960. However, we did include an addendum which contains pertinent articles showing some involvement with agencies and tenants. Boston CORE has membership in several organizations interested in housing, primarily, the Mass. Commission Against Discrimination in Housing, which meets in Roxbury.

St. Mark's Social Center at 75 Crawford Street in Roxbury has tentatively offered us their building as a conference center.

Advertising in the Roxbury community (radio spots, newspapers, etc.) is for the most part, free to community organizations.

ARTHUR J. GARTLAND, President; MRS. DORIS A. GRAHAM, Vice President; KENNETH I. GUSCOTT, Vice President;
MRS. MELNEA A. CASS, Vice President; ROBERT GARDINER, Vice President; FREDERICK A. RITCHIE, Treasurer;
F. DOUGLAS COCHRANE, Clerk; GEORGE BENNETT, Executive Director

We were asking funds for posters which would be printed with the same design created for the brochure.

Upon re-reading our proposal, I think we were so anxious to write up the seminars that we forgot to really let you know what we want to do. We want to set up a Technical Assistance agency in the CORE office, operating essentially as we used to run the Housing Committee:

1. Record Complaints from Tenants
2. Investigate complaints and begin procedure that gets the City into the act
3. Contact the landlord and set up a meeting between the tenants, the landlord and a lawyer

The difference is that we want to employ A City Planner or Architect, and a Community Organizer to do the above and to work out the next steps which are rehabilitation of the building if feasible, or new housing for the tenants if the building is too far gone. Also required, are the services of a lawyer, contractor and clerical assistance. During discussions in our housing group, we discovered that we did not have enough technical information to even write up the proposal and in requesting such information ran into opposition from people who wanted to write it up for us in their own way. We then decided to request help from SEDF to learn more about the technical end of housing as it applied to cooperatives. Another important point I am leaving out is that we want the tenants to own the building before rehabilitation begins. We discovered while working in housing that the landlord would usually rather sell than make long delayed repairs.

I hope this helps. If it needs to go into the proposal, please put it in, we just go into long discussions about what we want to do when I ask people to write. Also, would you work out for us a few Seminar Agendas from the seminars so we can see what you want?

Thanks for everything.

Sincerely,

Cynthia Scott

Boston

September 29, 1967

Mrs. Carla Cohen
Americans for Democratic Action
1223 Connecticut Avenue, N.W.
Washington, D.C. 20036

I am enclosing a proposal which is submitted to us from Boston CORE. They are a fairly good group and do have a fair amount of experience in housing. I am not including all their press clippings and other things they sent. However, I would like your evaluation of the proposal. The amount they request is relatively modest, but it is not the type of grant that we ordinarily make. Normally we spend the money ourselves, but I would like your professional opinion.

Thanks so much for putting me up over the weekend. Aaron is great.

Cordially,

Marvin Rich
Executive Director

Enclosure as stated
cc: Moore/Smith

GREATER BOSTON CONGRESS OF RACIAL EQUALITY
373 BLUE HILL AVENUE, ROXBURY, MASSACHUSETTS 02121 HI 5-9458

CONGRESS OF CORE RACIAL EQUALITY

OCT 18 1967

October 13, 1967

Scholarship, Education & Defense Fund
for Racial Equality
150 Nassau Street
New York, New York

Attention: Mr. Hank Smith

Dear Hank,

Our seminars are well on their way to starting even without money. We have enthusiasm and drive. Our consultants have been invited to a meeting on October 28 from 2 PM to 5 PM to plan seminar schedules and for briefing on our purpose. The seminars have been changed from once a week for 10 weeks to 3 weekends of two days each.

Would it be possible for you to come to Boston to help us with the details? We will have a last Housing Committee meeting on October 27 and would appreciate any help you can give us.

Sincerely yours,

Cynthia Scott
Chairman, Housing Study Group

Enclosure

October 18, 1967

Miss Cynthia Scott
Action for Boston Community Development Inc.
18 Tremont Street - Suite 200
Boston, Massachusetts 02108

Dear Miss Scott:

We received the revised copy of the Housing proposal and would like very much to finance the project. However, our income for the month of September was very low, much less than we anticipated.

We do not expect circumstances to remain this way; we look forward to substantial support in early November. At that time we shall get in touch with you regarding funding of your project.

Sincerely,

Ronnie M. Moore
Director, Leadership Development

RMM:at
bcc: Hank Smith

COREspondent Mar. 10, 1966

CORE Helps Tenants

For over a month CORE has been working with six families from Lyford St., Roxbury, in their fight for decent housing. CORE has pressured the landlord, Joel Weinstein, and the city of Boston. Some of the tenants boldly confronted Weinstein in a sit-in at his office. The landlord's response has been angry words and an eviction notice. The city took Weinstein to court and the lacking heat was restored, but the city has ignored other health code violations.

In January and February CORE tried to negotiate with Weinstein, demanding proper lighting in the halls and extermination of roaches. Weinstein had not paid his light bill and had lied to CORE about this. He made a half-promise of extermination after roaches from Lyford Street had been put on his desk. During one of the coldest periods of February the landlord removed the motors from two of the tenants' furnaces, making it impossible for them to get heat. He told the Health Department that the furnaces needed repairs. He told CORE he had removed the furnace's motors because two of the tenants had been withholding their rent. In protest against violations in their apartments, three of the tenants had been on informal rent strike.

The only aid the city has given these families from Lyford St., aside from inadequate Health Department inspections, has been the hearing in Dorchester Court in late February at which Weinstein was ordered to put the furnaces in working order. The negligence of the city, coupled with the irresponsibility of the landlord, makes the daily life of the tenants a struggle. Two of the tenants took their children and sat in Weinstein's office one morning during the period when they had no heat. One of these mothers said, "I'm going to sit here until he gives me some heat. I don't care about the police, but they better not touch my baby."

March 23, 1966

Testimony from Mrs. Jhonny Bridges, and Mrs. Katie Marshall tenants of Wales Realty Corporation, Grove Hall in Roxbury.

To: Senator Harmon, Representative Quinn and members of the Special Legislative Committee on Housing.

For two weeks we have been trying to get professional extermination of the buildings at 10, 12, 14 Castlegate Road in Roxbury. The beginning of this protest started when the cellar in #10 Castlegate flooded up to the first floor apartment. An Inspector from the Housing Inspection Dept. of Boston came out, inspected the cellar, three apartments and left. The cellar was drained but no action was taken about other complaints - huge rats, 3" long roaches, broken locks, unsafe porches, holes in walls, ceilings, and floors, no bulbs in common hallways. Rents in these buildings range from $95 to $105 per month.

A man came and sprayed the floors once last week for the roaches, patches of plaster were put over rat holes. In some parts of the ceiling were knocked down for repairs later. Porches were cleared. Mr. Simon of Wales Realty told the workmen exactly what he would pay them for - he would pay only for putting the plaster in not for sanding or smoothing and painting of the plaster which would create a lasting repair.

The above is the extent of code enforcement in these buildings that require extensive rehabilitation simply to bring them up to standard.

As of today, the tenants have been deprived of heat and hot water by the landlord for the past three days. Boston Core has a report on this #10 building dated last August listing as complaints, bad back porch, roaches rats and inadequate garbage disposal system.

We have sat in at City Hall, picketed City Hall, complained to the landlord all without action on our very minimum complaints - that the buildings we live in be brought up to the standards set up by the Commonwealth of Massachusetts and the City of Boston. We understand that this hearing covers rehabilitation. At the rents we are paying ($95 - $105 per month) rehabilitation is possible for this landlord.

TO: WALES REALTY CORPORATION TENANTS

FROM: WALES REALTY TENANT COUNCIL

SUBJECT: VIOLATIONS OF THE CITY AND STATE HOUSING AND SANITARY CODES

Tenants of 10-12-14 Castlegate Road owned by Wales Realty Corp. are going on rent strike in protest against conditions that endanger their health - flooding in the cellar with sewage material, rats, roaches, broken plumbing and unsafe wiring among many other problems. They pay between 100 and 105 per month. They visited the Mayor with their complaints over a month ago and today have the very same problems with perhaps a few minor changes. The cellar flooded again yesterday, April 19. As a result of their dissatisfaction with the repairs they have started the Wales Realty Tenant Council, a group they hope will be able to handle all complaints from Wales Realty tenants so that all demands carry the weight of many people behind them.

We need your help! Rent strike is now legal and we are going to use it to try to get our buildings up to the value of $100 per month per apartment. Below are our demands, if you agree and want the same, join us:

1. A full time janitor living on the premises
2. Paint and wallpaper every two years with a reduction for one month to half a month's rent if the landlord does not paint.
3. A contract with a professional exterminator using proper equipment.
4. That every law covering the maintenance of good, standard housing be observed by this realty company. (Copies of laws available.)
5. Buzzer systems be repaired or reinstalled where formerly present. Doors locked and keys issued to all tenants.
6. Mailboxes to be repaired and tenantsgiven two keys.
7. Only licensed contractors, plumbers, electricians or carpenters be used for repair work.
8. All public areas to be continuously lighted.
9. Garbage and trash to be handled in accordance with fire, health and sanitation laws.
10. All buildings be maintained to promote clean, healthful living conditions such as are maintained in the Wales Realty Corporation office on Blue Hill Avenue in Roxbury.

To join the Tenant Council means that you want all these things, that you are willing to give some time to sitting down to discuss means of getting these things but that you may or may not wish to join the rent strike.

Call Core - 445-9458 and we will have someone visit your apartment ~~for~~ with more information.

Wales Realty Tenant Council
Castlegate Road
Dorchester, Mass.

Boston CORE
373 Blue Hill Avenue
Roxbury, Massachusetts
445-9458

Mss 546 SEDFRE

Bronx CORE, 1967

Box 21
Folder 16

State Historical Society of Wisconsin

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a national organization with affiliated local groups working

CONGRESS OF RACIAL EQUALITY
Target City
CORE
Project

to abolish racial discrimination by direct, nonviolent methods.

WALTER S. BROOKS
Project Director

832 NORTH GAY STREET
BALTIMORE, MARYLAND 21205
732-8217 — 732-9330

Floyd B. McKissick
national director

OFFICERS

Wilfred Ussery
chairman
Lincoln Lynch
2nd vice-chairman
Ruth Turner
secretary
Bill Bradley
treasurer

STAFF

Carl Rachlin
general counsel
Don Smith
public relations director
Herbert Callender
director of organization
Richard Haley
director of southern region
James T. McCain
voter education-political education dept.
Norman Hall
fundraising director
Clora Coleman
Comptroller

ADVISORY COMMITTEE

Ralph Abernathy
James Baldwin
Roger N. Baldwin
Katrina M. Barnes
Algernon D. Black
James B. Carey
Allan Knight Chalmers
Grenville Clark
John Cogley
Earl B. Dickerson
Eugene E. Frazier
Harold Gibbons
Roland B. Gittelsohn
Sidney Hollander
George M. Houser
E. Stanley Jones
Bishop F. D. Jordan
Martin Luther King
Douglas Levin
David Livingston
A. J. Muste
Dorothy Norman
A. Philip Randolph
Ira DeA. Reid
Walter P. Reuther
Hodson R. Reynolds
Jackie Robinson
Arnold M. Rose
Fred M. Shutlesworth
Lillian Smith
C. K. Steele
Gardner Taylor
Howard Thurman
Bishop W. J. Walls
Goodwin Watson
Joseph Willen
Jerry Wurf
Charles S. Zimmerman

Hank is a Trainer
I'll leave with him
at the office — 3:00 P.M.

Bill Gellerman

January 4, 1967

301

Mr. Ronald M. Moore- Director
Leadership Development Program
Scholarship, Education and Defense Fund
150 Nassau Street
New York, New York

Dear Mr. Moore:

We, are in dire need of and are hereby requesting a weekend intensified Leadership Development Session, mainly concentrating on sensitivity or T-Group sessions. Tentative arrangements have been made and consist of the following:

Location, Time and Dates:

The Sheraton Baltimore Inn has been chosen as the location for the Leadership Development Sessions, which is located in Baltimore, Maryland. The dates are as follows : Beginning January 20th (Friday) and ending January 22nd (Sunday) around 3p.m..

Enclosed you will find a copy of the participating groups and their representatives.

We as always are going to leave the matter of the selection of resource people or T-group leaders to your discreption, but we do request Mr. Bill Gellermann. I will be in New York on the 6th of January and would appreciate meeting with you and/or Bill Gellermann to work out the agenda. If agreed, I will be willing to serve as a T-Leader.

Peggy

(301) 327-3605

Unfortunately, we increased the representatives from 25 to 30, thus raising the cost from $625.00 to $750.00. If this increase is agreeable with you, we will continue on this basis. If it is not then we will reduce the number of representatives back to 25, if it is necssary. (smile)

If, request for the Leadership Development Sessions are approved We would appreciate your office forwarding a check for $350.00 which will be used for a deposit to secure the facilities. This should be done on or before the 9th of January.

Yours for Freedom and Dignity,

Walter S. Brooks
Project Director

Enclosure
WSB:mp

osure

PARTICIPATING GROUPS

CORE TARGET CITY PROJECT (T.C.P.)
BALTIMORE CHAPTER OF CORE (CHAPT.)
TARGET CITY YOUTH PROGRAM (T.C.Y.P.)
NATIONAL POSTAL ALLIANCE (N.P.A.)
SOCIAL SECURITY ADMINISTRATION (S.S.A.)
NATIONAL COMMITTEE FOR EMPLOYMENT OF YOUTH (N.C.E.Y.)
MARYLAND FREEDOM UNION (M.F.U.)
CIVIC INTEREST GROUP (C.I.G.)
BUGLE LAUNDRY WORKERS (B.L.W.)
UNION FOR JOBS AND INCOME NOW (U-JOIN)
FAMILY PLANNING CENTER (F.P.C.)
YOUTH PROGRAM ENROLLEES (Y.P.E.)

REPRESENTATIVES

W.BROOKS	(T.C.P.)	A. PEROT	(T.C.P.)	M. PATTERSON	(T.C.P.)
R. KIMBERLY	(T.C.P.)	A. HAWKINS	(T.C.P.)	J. GRIFFIN	(CHAPT.)
LLOYD TAYLOR	(CHAPT.)	T. WILLIAMS	(CHAPT.)	D. EBERHARDT	(CHAPT.)
DE VERA LYNN	(CHAPT.)	F. COLEMAN	(CHAPT.)	R. TURNER	(T.C.P.)
E. BOSTON	(T.C.P.)	P. WARFIELD	(M.F.U.)	O. JOHNSON	(M.F.U.)
M. GREEN	(M.F.U.)	M. HOLMES	(T.C.Y.P.)	D. GANT	(T.C.Y.P.)
F. PULLEN	(T.C.Y.P.)	A. MARTIN	(T.C.Y.P.)	J. SAMUELS	(T.C.Y.P.)
R. MOODY	(T.C.Y.P.)	F. TILGTHAM	(T.C.Y.P.)	L. HAWKINS	(N.P.A.)
J. Eastmond ~~J. WILLIAMS~~	(S.S.A.)	W. LIVELY	(U-JOIN)	A. GANT	(F.P.C.)
T. CONWAY	(C.I.G.)	D. DEWEESE	(N.C.E.Y.)	D. MONTS	(B.L.W.)
M. PEAY	(Y.P.E.)	J. EASTMOND	(S.S.A.)		

BRONX CHAPTER
CONGRESS OF CORE RACIAL EQUALITY
Move or Be Moved

CONGRESS OF RACIAL EQUALITY
633 EAST 169th STREET, BRONX, N.Y. 10456
991-1950
440

May 4, 1967

MAY 5 1967

Mr. Ronnie Moore
S.E.D.F. for Racial Equality
150 Nassau Street
N.Y.C., N.Y.

Dear Ronnie,

This is my report, and our committies proposal for six (6) training sessions to be held in the N.Y. metropolitan area. The seventh session, as proposed by Miss Ruth Abrams, is not included herein, as it was my understanding that she submitted her proposal directly to your office. Furthermore, as of Sunday April 30, she was undecided as to where or when the session would be held.

The seven (7) sessions will be held in the following places; Two (2) in the Bronx, May 27 & June 10; Two (2) in Long Island, June 10, & June 17; One (1) session in East Harlem, July 22; and one (1) session in Mt. Vernon, June 17. In all cases, the general format will follow this outline, with minor changes to be worked out with the individuals involved, and yourself.

FIRST SESSION (applies to all four areas)
Session will begin at 10:00 A.M. Trainer will introduce self, and other trainers and sponsors, and will lecture group on purpose of session, techniques to be used, goals, etc. A film might be shown at this time. Assembled body will then be devided into the buzz groups, each with a specific area of interest (i.e. welfare, housing, etc.) and discuss their needs, goals, and priorities. Out of these discussion groups will come the information which can be used in structuring the remainder of this session or any succeeding sessions. These buzz groups will end their discussions at 1:00 P.M.. at which time they will break for lunch. At 2:00P.M. the total community will once again be formed, and will go into sensitivity training. The session will be structured with specific guidelines for the purpose of confining discussions to areas which will relate totthe three major topics of interest, and in accordance with that information coming out of the buzz groups. This session will have a tentative cut-off time of 6:00P.M., however, if the group desires to continue, the time can be extended to 8:00 P.M., and again to 10:00P.M.

SECOND SESSION (applies to Bronx and Long Island only)
Session will be gin at 10:00 A.M. Total community will go into unstructured sensitivity session with no guidelines. This session will last untill 1:00 P.M. at which time the group will break into three groups again, each with its own area of interest, and begin discussing the specific skills of organizing program developement, direct action, or any other skills neccessary to meet the needs of the individual group. These workshops will continue untill six P.M.. Out of these workshops, each group should have a clear understanding of

their goals and objectives, and their needs as a working body. They should also be able to develope a specific program of activities which can be projected into the future.

Yours for Freedom,

Solomon Herbert,
Chairman

cc; Jean Johnson
Izabell Hawkins
Howard Quander

File in Bronx

June 26, 1967

Mrs. Tiayi Seifert
547 West 157th Street
New York, N.Y.

Dear Mrs. Seifert:

It was indeed a pleasure to have you with us in our Sensitivity Seminar, June 17th. We sincerely hope that you found our seminar enjoyable and insightful.

I have enclosed some materials that may be of interest to you as you requested. I sincerely hope you will find these appropriate. If you have a specific request, please let me know.

We will be looking forward to seeing you at our next seminar.

With a compulsive need to serve,

H.

H.G. Smith, Jr.

HGS:lb

RECEIVED
MAY 3 1966
CORE SEDF

NAME Maxine Quander

ADDRESS 578 E. 168th St.

CITY Bronx STATE NY AGE 28

COMMUNITY PROJECT Community Organization
Welfare Mothers

ARE YOU WILLING TO SERVE AS A DISCUSSION LEADER WHEN WE HOLD WORKSHOPS IN YOUR AREA? /YES/ /NO/ ✓

DESCRIBE THE PROBLEMS THAT YOU FACE WHEN HOLDING GROUP DISCUSSIONS Full participation of individuals including following through on decisions

I WOULD LIKE TO ATTEND THE DISCUSSION LEADERS' INSTITUTE ON MAY 7-8 IN ALEXANDRIA, VIRGINIA

Signature Maxine Quander

Bronx

CORE SCHOLARSHIP, EDUCATION AND DEFENSE FUND
New York 38, New York

WORKSHOP APPLICATION

Name MARY J. SOLAK Age

Address 90 Bank St. Phone 924-0353

Occupation Production Editor

Name of Organization you Represent Bronx CORE

Address 1301 Boston Road Bronx, N.Y.

Position Housing Committee, Fund-Raising, Secretarial

Experience All phases of active membership in Core

Describe the basic problems in your community as you see them: poor housing, reluctant landlords, prevalence of drug addicts who hang out on Stoops, no recreational facilities for young people, indifference of officials in city to needs of the neighborhood

Describe your Civil Rights Activities Picketing, sit-ins; fund-raising - both functions & door-to-door collection; voter registration; housing - helping to form tenants' group, collecting violations, etc.; Youth activities such as children's parties, block parties; secretarial work

Describe the problems that you have getting communities to move: Getting people to believe that something can and will be done. Keeping up interest while waiting for results. Convincing people they can do things for themselves

Describe the problems you have in working with other groups; Not much experience here, but usually problem is that other groups are frightened of Core's greater militancy

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community? The biggest problem is overcoming the fears and apathy of the people, the apathy resutlng, of course, from years of receiving nothing but indifference from those they went to for help

What do you regard as the most important things a good leader should know or be able to do? Leader should know how to approach the people, and, having done that, know the answers to their questions, or at leest be able to find out where toget the information - this is to inspire confidence. Also should have personal appeal & attractive personality.

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community: Information from professional community workers about where to take people's problems, shortcuts in processing complaints. [redacted]

Comments:

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Mary J. Solak
Signature of Applicant

****

Do not write below this line.

Attendance

Participation

Student Evaluation

Comments

Bronx CORE

FRAN CRAYTON
NATIONAL CORE

CORE SCHOLARSHIP, EDUCATION AND DEFENSE FUND
New York 38, New York

WORKSHOP APPLICATION

Name MABEL HURST Age 21+

Address 1506 CROTONA PARK EAST BRONX 60 Phone LU9-1291

Occupation STENOGRAPHER

Name of Organization you Represent BRONX CORE

Address 1301 BOSTON ROAD, BRONX 56

Position SECRETARY

Experience

Describe the basic problems in your community as you see them:

AROUSING INTEREST OF ADULTS TO
WORK TOGETHER ON COMMON PROBLEMS
(HOUSING MOSTLY)
COMMUNITY CENTER FOR CHILDREN

Describe your Civil Rights Activities

HOUSING
PARTICIPATION (OCCASIONALLY) ON OTHER
CHAPTER'S DEMONSTRATIONS.

Describe the problems that you have getting communities to move:

NOT ENOUGH PEOPLE SHOW INTEREST
OTHERS LIE ABOUT OBVIOUS HOUSING VIOLATIONS,
FOR INSTANCE - SEEM TO FEAR LANDLORD

Describe the problems you have in working with other groups;

ONLY ORGANIZATION AT PRESENT
THAT HAS SHOWN ANY COOPERATION
IS LOCAL REFORM DEMOCRATIC CLUB.

Brand
CDI

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community?

POSSIBLY NOT BEING OR HAVING AVAILABLE PEOPLE DURING DAYTIME HOURS.

What do you regard as the most important things a good leader should know or be able to do?

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community:

INFORMATION ON HOUSING
INFORMATION ON FREE JOB REFERRAL AGENCIES

Comments:

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Mabel Hurst
Signature of Applicant

****

Do not write below this line.

Attendance

Participation

Student Evaluation

Comments

BRONX

CORE SCHOLARSHIP, EDUCATION AND DEFENSE FUND
New York 38, New York

WORKSHOP APPLICATION

Name MAXINE QUANDER Age 28

Address 518 E. 168 th St. Bx NY 10456 Phone KI 23579

Occupation Housewife

Name of Organization you Represent Bronx C.O.R.E, Young Episcopal Church Women

Address 1301 Boston Road, Bronx N.Y.

Position Chairman Y.E.C.W., Member Bx. CORE

Experience Community Organization Bx Area

Describe the basic problems in your community as you see them:

other than basic ghetto problems we have a great deal of apathy & lack of involvement of community

Describe your Civil Rights Activities Charter member Bronx Core, active Membership Comm. participation in demonstrations

Describe the problems that you have getting communities to move:

Community only moves on single projects once accomplished organization falls apart

Describe the problems you have in working with other groups;

other groups resent militancy of CORE and religious aspect of Y.E.C.W.

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community? lack of cooperation of Community lack of operational training Materials (manuals etc)

What do you regard as the most important things a good leader should know or be able to do? Organize group and involve & get committments from Members

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community: to effectively organize & background in laws & political structure

Comments:

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Maxine Quander
Signature of Applicant

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Do not write below this line.

Attendance

Participation

Student Evaluation

Comments

Bonnie Barrow
Pg 1 of 6

Scholarship, Education and Defense
Fund for Racial Equality, Inc.
150 Nassau Street
New York, New York 10038
212 - 964-8210

Date

INFORMATION REPORT ON SOCIAL ACTION ORGANIZATIONS

Name Morris County Core

Address PO Box 303

City Madison State N. J. Zip Code

Phone (201) 377-9240 - (212) 733-5521

OFFICERS	Name	Address	Phone
Chairman ~~President~~	Bonnie Barrow	40 Circle Rd, Florham Park, N.J.	
Vice-Chairman ~~President~~	Bernard Newby	PO Box 303	
Secretary	Ron Eisele	351 Woodland Rd. Madison N.J.	(212) 377-9240
Treasurer	Inez Carnish	10 Duncan Lane, Rockaway N.J.	(201) OA 7-5079
Other			

Community Activities of the group: Centers around communit org. with regard to Urban Renewal + Anti-Poverty Prog. + Youth Activities

Community problems as seen by the group: Strickly political ~~city~~, fear of pressure from political power.

FIVE MOST ACTIVE MEMBERS OF THE GROUP

Name	Address	Phone
1 Joyce Small	38-06 Flagler St Morristown N.J.	(201) 5396638
2 Bernise Smith	17 Coff St Morristown	(201) 538-9393
3 Susy Joy	Clyde Potts Dr. Morristown	
4 Anita Burwell	c/o Small 38-06 Flagler St	(201) 267-6771
5		

Training needs of the group: workshops in comm organization with regard to the political influence

Comments: ______________________________

Do not write in this space

Reply ______________________________

Workshop ______________________________

Comments: ______________________________

____

SEDF REPRESENTATIVE

4

Scholarship, Education and Defense
Fund for Racial Equality, Inc.
150 Nassau Street
New York, New York 10038
212 - 964-8210

Date

INFORMATION REPORT ON SOCIAL ACTION ORGANIZATIONS

Name Bronx ~~[illegible]~~ Chapter of C.O.R.E.

Address 1301 Boston Rd

City Bronx N.Y. State Zip Code 10456

Phone 991- 1951

OFFICERS	Name	Address	Phone
President	Sol Herbert	1301 Boston Rd, Bronx	991-1951
Vice-President	Eugene Perrelonge	13-30 Webster Ave, Bronx	536-1329
Secretary	Susan Huff	2133 Daly Ave Apt 4C	367-9834
Treasurer	Walter Lowery	1506 Crotona Pk E.	KI 2-7328
Other			

Community Activities of the group:

Welfare, Anti Poverty Programs, Education
Community Organization

Community problems as seen by the group: Welfare & School Problem

FIVE MOST ACTIVE MEMBERS OF THE GROUP

Name	Address	Phone
1 James Porter	1272 Webster Ave, Apt 16E Bronx	537-4776
2 Howard Quarder	578 E 169 St. Bronx, N.Y	K123579
3 Herman Goddard	711 Magenta St Bronx 67	K176045
4 Calvin Brown	2114 Aqueduct Ave. Bronx	WE 3-9222
5		

Training needs of the group: Community Org. with regard to leadership & working in Welfare + Education

6

Comments:____

Do not write in this space
Reply____________________

Workshop____________________

Comments:____________________

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SEDF REPRESENTATIVE

FRANK LUGOVINA
227 Brown Place
Bronx, N.Y.

rec'd 4/18/67

Scholarship, Education and Defense
Fund for Racial Equality, Inc.
150 Nassau Street
New York, New York 10038
212 - 964-8210

Date 3/31/67

INFORMATION REPORT ON SOCIAL ACTION ORGANIZATIONS

Name United ORGANIZATIONS of the BRONX, INC.

Address 1018 E 163 St.

City BRONX State NEW YORK Zip Code

Phone 991-6266

OFFICERS	Name	Address	Phone
President	MONSERATES FLORES	1018 E 163 St Bx	566-4265
Vice-President	NEFTALI RIVERA	1018 E 163 St Bx	
Secretary	ISMAEL TORRES	1018 E 163 St Bx	255-9010
Treasurer	MANUEL VASQUEZ	1018 E 163 St Bx	
Other Public R	FRANK LUGOVINA	1820 HARRISON Ave Bx	292-1349
Sargent at Arms	RAFAEL ALVARADO	1061 WheeLER Ave Bx	TY3-9017

Community Activities of the group: LITERACY PROGRAM, Block PROGRAM, i.e. Housing, welfare & Heath problem handled by a payed Block worker. Better Police and Community Relation - program. - Social Activities

Community problems as seen by the group: NOT ENOUGH ~~Polict~~ Political activities among Negroes & Puerto Ricans. Puerto Rican Negroe relations not as good as they should be. — Poor people in area general Apathetic.

FIVE MOST ACTIVE MEMBERS OF THE GROUP

Name	Address	Phone
1 Monserates Flores	1018 E 163 St Bx	566-4265
2 Ismael Torres	1018 E 163 St Bx	255-90110
3 Rafael Alvarado	1016 Wheeler Ave Bx	JY-3-9017
4 Frank Wygodina	1420 Harrington Ave Bx	293-0163
5 Johnny Pagan	1018 E 163 St. Bx	991-6266

Training needs of the group: Do not know

Comments: This Org. is a Federation of Home Town clubs — 52 Clubs. It meets Every Wed with the Ex. committee + Board of Directors. Every First Friday of the Month the delage from the clubs attend.

Do not write in this space
Reply
Workshop

Comments:

SEDF REPRESENTATIVE

Mss 546 SEDFRE

Brooklyn (NY) CORE

Box 21
Folder 17

State Historical Society of Wisconsin

Please Retain Original Order

Brkly
Cor

CORE SCHOLARSHIP, EDUCATION AND
DEFENSE FUND
New York 38, New York

WORKSHOP APPLICATION

Name Udella Brown Age 4-10-1924

Address 1129 Dean St. Phone 4937087

Occupation Communit leader

Name of Organization you Represent Core

Address 100 Center St New York City

Position Communit Organizer Board Ed. Bklyn

Experience New York City Youth Board

Describe the basic problems in your community as you see them:
Most of the Peopl are, Not, Education about, their Rights And Need Course in American Citizen's Ship.

Describe your Civil Rights Activities Organizer Release time School for Protestant Council Field Secretary for Bedfor sty. Boys Club & Organizer at P.T.A. And let them know the Valuable service availabl under the economic opportunity act

Describe the problems that you have getting communities to move:
Not know Their Rights.
Fear in the minds. And in Some Cases, the Power of Citizen's are told not to funcitor

Describe the problems you have in working with other groups;

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community? the Grass root Power in the Community Who spolt on the Uneducaiton people,

What do you regard as the most important things a good leader should know or be able to do? Know the law. be able to give a Executive to the Board of Education About School matters

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community: Complet my law traing

And Money to paid other people that think [illegible] the same way, Cosi, And I think

Comments:

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Udella Brown
Signature of Applicant

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Do not write below this line.

Attendance

Participation

Student Evaluation

Comments

Brooklyn

CORE SCHOLARSHIP, EDUCATION AND DEFENSE FUND
150 Nassau Street
New York 38, New York

WORKSHIP APPLICATION

Name Mary Ellen Phifer Age 37 Years
Address 3319 Snyder avenue Phone UL6-9407
Occupation Executive Secretary of Brooklyn Core
Name of Organization you Represent Brooklyn Core
Address 448 nostrand avenue
Position Vice Chairman Experience 2 Years

Describe the basic problems in your community as you see them : Segregated Schools, Slum Housing, high rate of umployment, police Brutality.

Describe your Civil Rights Activities I was Education Chairman for 3 years, helped organize and participated in the Boycotts of the schools, also help many parents with their individual school problems worked with every Committee in Brooklyn Core.

Describe the problems that you have getting communities to move: the Biggest problem Brooklyn Core has in getting the Community to move. the Community as a whole dose's not see the problems in their Community as Core see them therefore they are not ready to move.

Describe the problems you have in working with other groups: the problems Brooklyn Core has working with other groups. Core is very militant other groups are not. Core attact the problems with a very militant approach other groups doesn't feel that a militant approach is necessary

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community? the biggest problems as I see it a leader must be able to communicate with people on all levels. Most of our leaders try to reach the grass roots people with a middle Class approach. this will never work

What do you regard as the most important things a good leader should know or be able to do? a good leader should be able to present all of the facts about the community to the people in such a way he or she is able to really organize and move the community on any given issue.

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community: I need training in expressing my ideas in order for others to see the problems that exists in the community as I see them. I also need training in organizing the masses.

Comments: I hope when these sessions are finish, I will have vast knowledge of community organization, and how to really get to the grass roots people.

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Mary Ellen Phifer
Signature of Applicant

****

Do not write below this line.

Attendance

Participation

Student Evaluation

Comments

Brooklyn

CORE SCHOLARSHIP, EDUCATION AND DEFENSE FUND
150 Nassau Street
New York 38, New York

WORKSHIP APPLICATION

Name DAUL HEINEGG Age 22
Address 351 HAWTHORNE ST. BKLYN Phone 493-4923
Occupation ENGINEER
Name of Organization you Represent BROOKLYN CORE
Address 448 NOSTRAND AVE
Position HOUSING CHAIRMAN Experience 2 1/2 YEARS

Describe the basic problems in your community as you see them : SEGREGATED SCHOOLS, SLUM HOUSING, POLICE BRUTALITY JOB DISCRIMINATION, HIGH PRICED, LOW QUALITY GOODS

Describe your Civil Rights Activities HELPED ORGANIZE 400 BUILDINGS IN BEDFORD-STUYVESANT ON RENT-STRIKE HELPED ORGANIZE SCHOOL BOYCOTTS AND PARTICIPATED IN SIT-INS

Describe the problems that you have getting communities to move: THE BIGGEST PROBLEM BROOKLYN CORE HAS IS THAT THE COMMUNITY IS NOT READY TO ~~MOVE IN THE DIRECTION~~ TAKE THE FORM OF ACTION WHICH CORE IS TAKING. ALSO THE COMMUNITY HAS NOT BEEN MADE TO SEE THE SITUATION AS CORE SEE IT.

Describe the problems you have in working with other groups: AS A CHAPTER OF CORE WE HAVE BEEN TAKING VERY MILITANT STANDS ON ISSUES. WHEREAS MOST OTHER GROUPS IN THE COMMUNITY HAVE NOT SEEMED TO BE CONCERNED WITH THE BASIC PROBLEMS.

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community? A LEADER MUST REALIZE THAT MOST PEOPLE ARE NOT REVOLUTIONARIES.

What do you regard as the most important things a good leader should know or be able to do? A GOOD LEADER SHOULD BE ABLE TO EDUCATE THE COMMUNITY AND MOVE THEM TO ACTION. HE SHOULD BE ABLE

TO GET THE COMMUNITY INVOLVED IN HIS ORGANIZATION.

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community: I NEED TRAINING IN ORGANIZATON OF ~~AND~~ THE COMMUNITY AND ORGANIZATION OF ORGANIZERS. I NEED TO BE ~~BEATER~~ ABLE TO EXPRESS ME IDEAS TO PEOPLE IN A BETTER WAY.

Comments: BROOKLYN CORE IS VERY MUCH IN NEED OF A WORKSHOP SUCH AS THIS

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Paul Henig

Signature of Applicant

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Do not write below this line.

Attendance

Participation

Student Evaluation

Comments

Brooklyn

CORE SCHOLARSHIP, EDUCATION AND DEFENSE FUND
150 Nassau Street
New York 38, New York

WORKSHIP APPLICATION

Name RitA HEINEGG Age 21
Address 351 HAWthorne Street Phone 493-4923
Occupation Typist
Name of Organization you Represent Brooklyn Core
Address 448 Nostrand Ave
Position Treas Experience 2 years

Describe the basic problems in your community as you see them : Job Descrimination, Segregated Schools, Slum Housing, high Prices, low quality food goods. Police brutality.

Describe your Civil Rights Activities I have worked on the Rent Strike ~~[illegible]~~; Housing, schools, ~~and~~ employment committee and fund raising Affairs. I have been in marches, sit in, teach-in, Picket lines. I also worked with the City wide committee for intergrated schools.

Describe the problems that you have getting communities to move: the community as a whole is uninformed about the situation which is faces. therefore it is not ready to take the form of action which Core is taking.

Describe the problems you have in working with other groups: Of all the other groups Core (Bklyn Core) is the most militant. The other groups do not want to make a stand on basic problems

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community?

What do you regard as the most important things a good leader should know or be able to do? How to organize and get people to act

____

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Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community: ____

____

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Comments: ____

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I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Rita Huinegg
Signature of Applicant

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Do not write below this line.

Attendance ____

Participation ____

Student Evaluation _______________________________________

Comments ____

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Brooklyn

CORE SCHOLARSHIP, EDUCATION AND DEFENSE FUND
150 Nassau Street
New York 38, New York

WORKSHIP APPLICATION

Name PEARLENA WALLS Age 39
Address 1312 PACIFIC St. Apt 1-D Phone 493-3678.
Occupation Community Aide (Interviewer & reporter)
Name of Organization you Represent Brooklyn CORE + Brooklyn Freedom Democratic Action
Address 448 Nostrand Ave. Bklyn, N.Y.
Position Secy (Brooklyn Freedom Democratic Movement Experience Varied

Describe the basic problems in your community as you see them :
The need for Better jobs - better and more low-rent housing - Quality - Intergrated Education - ~~More~~ Community Centers and places of Entertainment & athletic facilities.

Describe your Civil Rights Activities All phases of Civil Rights in which Bklyn CORE has been involved

Describe the problems that you have getting communities to move:
Educating the people to the various aspects of their problems And what Can and should be done to alleviate and eliminate these problems and conditions.

Describe the problems you have in working with other groups:
A basic lack of Communication ~~&~~ understanding and respect for each other And the aims And goals aspired to by the various Groups & Organizations.

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community? Organized Political parties Clubs And Groups giving Opposition. apathy on the part of the public in General.

What do you regard as the most important things a good leader should know or be able to do? Be able to Motivate And Activate the people in community And in General.

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community: Community Organizational tactics And strategy of the legal aspects Of ~~the~~ Civil Rights activities (in General) and as it pertains to the individual Civil Rights leader and worker-participant.

Comments: I hope CORE continues these sessions until I am able to complete all of the subjects mentioned.

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Pearlena Walls
Signature of Applicant

****

Do not write below this line.

Attendance

Participation

Student Evaluation

Comments

Mss
546 SEDFRE

CORE City Center, 1968-1969

Box 21
Folder 18

State Historical Society of Wisconsin

Please Retain Original Order

SCHOLARSHIP,
EDUCATION AND
DEFENSE
FUND FOR
RACIAL EQUALITY inc.
164 MADISON AVENUE
NEW YORK, N.Y. 10016
(212) 532-8216

November 18, 1968

PROPOSED TRAINING - CORE CITY CENTER

Introduction

On the premise that fruitful community action is the product of local people coming together, evaluating their needs, setting their goals and implementing their plans, this proposal is designed to equip your people in Springfield to the complexities confronted by change agents in transforming the above from paper to reality. Particular attention will be given to change agents responsive to you and with an ability to help satisfy mutual interest and desires.

Objectives

1. To increase the self-awareness of change agents (organizers), who must be sound, stable, free, responsible and open-minded. Such norms are an outgrowth of understanding one's self - particularly the impact one makes on others in communication situations.

11. Group Dynamics - Organizers must be able to observe and diagnose group behavior and understand the factors which influence group action and development.

1. Content vs process
2. Communication
3. Decision-making procedures
4. Task - maintenance, self-oriented behavior
5. Emotional issues: causes of self-oriented emotional behavior
6. Planning and conducting effective group meetings
7. Feedback and analysis

Contributions are deductible for income tax purposes

■ *president:* Andrew E. Norman ■ *vice presidents:* William S. Ellis, Nannette Sachs ■ *secretary:* Ezra Levin ■ *treasurer:* Shelley Appleton ■ *executive director:* Marvin Rich ■ *leadership development director:* Ronnie M. Moore ■ *legal director:* Carl Rachlin ■ *BOARD OF DIRECTORS:* Nils R. Douglas, *chairman* ■ James Baldwin ■ Katrina McCormick Barnes ■ Allan Barton ■ Jonathan Bingham ■ Canon James P. Breeden ■ Robert Curvin ■ Charlotte Devree ■ Robert F. Drinan, S.J. ■ Michael O. Finkelstein ■ Doris Freedman ■ James T. Harris, Jr. ■ Claude Heckscher ■ Norman Hill ■ Arthur Kimmelfield ■ Dr. Archie Lacey ■ Jeremy Larner ■ Joann List Levinson ■ John Lewis ■ Leon Modeste ■ Henry Morgenthau, III ■ Dr. William Stuart Nelson ■ Edward Norton ■ Richard J. Schwartz ■ Elaine Slater ■ Rowland Watts

490

111. Community Organization - An attempt will be made to explore the techniques and methods of analyzing community needs, discovering the physical and human resources of that community, methods of drawing people together, organizing and reorganizing.

1V. Leadership Techniques - An examination of the qualities of good leadership and the work skills of change agents.

Curriculum

The course outline calls for; 1) Human relations Seminars (Appendix A), 2) Information on Community: Problems, Action and Change (Appendix B), and 3) Developing Indigenous Change Agents (Appendix C).

We shall use both laboratory and lecture training methods in carrying out this prospectus. The primary focus shall be on individual development through increased self-awareness and effective use of leadership techniques. This is achieved through step-by-step student involvement and participation. A constant feedback between trainers and students is essential. The laboratory methods will include: case studies, small group discussions, back-to-back film presentation, participant-teacher roles, role-playing, group observing group, work problems and field trips.

Training Design

The training design calls for a six (6) week ongoing workshop on a six (6) day week schedule. Phase I will deal primarily with appendis "A" using sensitivity training and reviewing theories outlined in appendices "B and C".

Participants will make two field trips, one to Roxbury (Boston, Massachusetts) to see E.G.& G. Roxbury in action, and related community action groups within the Roxbury community. The second field trip will be to Harlem (New York). One feature of this visit will be the Harlem River Co-op, a supermarket built on 50¢ shares purchased by community people.

We do not attempt to structure the week-long training sessions day-by-day, hour-by-hour. We prefer to design training through consultation with staff and participants as we proceed.

Staff will consist of two full time trainers and one clerical assistant available for the full six-day week. In addition, fifteen (15) consultant days are built into this proposal, enabling the trainers to draw on SEDFRE's network of top resource persons, choosing those who can best add to the workshop curriculum which develops in Springfield. These might include specialists in Community-Change Strategy, Economic Development, Legal Problems, Black History, and African Studies, for just a few examples.

From time to time participants will be asked to work in their own community as part of their field-work training.

No allowance has been made for an outside evaluation in our calculations; we strongly recommend that C.C.C. secure funds to underwrite this separately and assign an evaluator to the project at its very inception.

SEDFRE Training for Core City Center
(Training thirty Community People as Change Agents)

Staff	
Two (2) Trainers @ 100. per day fo a six-week period, working six days a week.	$7,200.00
Clerical Assistance for six (6) weeks, working six days a week	900.00
Employee Benefits (9%)	729.00
Consultants	
Fee (Calling in of special consultants for specialized reason if needed)	
15 days @ 100. per day	1,500.00
Expenses 15 days @ 16.00 per day	240.00
Travel	300.00
Staff Transportation	425.00
Training Expenses (Supplies, video tape equiptment, film, etc.).	1,500.00
Room & Board - (s0.00 per person, per weekend, for two weekends).	1,360.00
Field Trips - two	
Roxbury - Boston, Massachusetts	178.30
Harlem - New York, N.Y.	235.00
Food & Miscellaneous for participants & Staff	960.00
Trainee Expenses (stipends)	
$50.00 per week if not on a payroll. (Figure shows maximum cost if all thirty (30) participants were unemployed).	9,000.00
Sub-Total	$24,527.30
10% Administrative fee	2,452.73
Grand Total	$26,980.03

Office space to be provided by Core City Center

APPENDIX A
HUMAN RELATIONS SEMINAR

The workshop focuses on experiences in group situations designed to contribute to understanding of: (a) one's self and one's impact on others, (b) feelings and behavior of other members, (c) conditions for effective group operations, and (d) how organizations prevent, create or resolve human relations problems.

The fundamental interpersonal relations exchange will lead to increased self-awareness and a deeper comprehension of the receiving, sending and confirming elements of the communication process. The live group experiences become the subject matter for teaching group dynamics and organizational efficiency.

Emphasis is upon learning through participation and observation but this is supplemented by short analytical sessions.

Through direct brotherhood encounters with openess and honesty, participants are helped to developed good working relations and to sharpen their ability to confront disagreement and conflict without becoming defensive.

The workshop is actually a laboratory instead of an academic experience. The primary task is to develop work groups that can set goals define problems, communicate, develop leadership and provide functions of responsible membership. It is usually described as sensitivity training.

Core City Center
Proposal For Training Thirty Community People as Change Agents

APPENDIX B
COMMUNITY: PROBLEMS, ACTION AND CHANGE

1. Community Problems
    A. Community Analysis
        1. Geographic
        2. Economic basis
        3. Centers of power
        4. Resistance forces
        5. Cooperative forces
    B. Nature and Scope of Problems'
        1. Political
        2. Educational
        3. Economic

II. Community Organization
    A. Purposes
        1. To solve community problems
        2. To develop power bases
        3. To involve masses in community action
    B. Self-Advancement Activities
        1. Exploitation of local, state and federal public programs
        2. Development of businesses
        3. Quality education
        4. Political strength and action
        5. Non-violent direct action
    C. Participation in Social Movements
        1. Civil Rights
        2. Welfare
        3. Labor
        4. Peace
        5. Black History
    D. Management of Conflict
        1. Delineation of a target
        2. Selection of vulnerable targets
        3. Sustaining the crisis

APPENDIX C
DEVELOPING INDIGENOUS CHANGE AGENTS

I. Operational Techniques
   - A. Regular caucuses of leaders
   - B. Joint meetings with other community organizations
   - C. Public relations
   - D. Fund raising
   - E. Public speaking
   - F. Writing skills

II. Developing Organizational Acumen
   - A. Parliamentary procedures
   - B. Negoiiating skills
   - C. Forming strategies

III. Training Techniques
   - A. How to train discussion leaders
   - B. How to run problem-solving sessions
   - C. How to run self-awareness seminars to avoid personality conflicts in local organizations and to promote group cohesiveness.

Core City Center
Proposal for Training Thirty Community People as Change Agents

Long Meadow Bus Company
144 Shaker Road
East Longmeadow, Massachusetts
Attn: Mr. S. Ryan

Bus trip One day - 9:00 a.m. - 9:00 p.m.

To: Boston, Massachusetts (Roxbury)	$154.00
To: New York City (Harlem)	210.00

Overnight trip - 9:00 a.m. - 1:00 p.m. (next day)

Boston (Roxbury)	$178.30
New York City (Harlem)	235.00

CORE CITY CENTER FOR
FAMILY DEVELOPMENT
620 Union St.
Springfield,Massachusetts
01109
March 18,1969

S.E.D.F.R.E.
164 Madison Avenue
New York, New York, 10016

Dear Sir:

Enclosed you willfind a check for $100, for consulting services rendered by Mr.Hank Smith on March 08, 1969.

Respectfully Yours,

Oscar J. Bright

Oscar J. Bright
Director

OJB:mj

RECEIVED
MAR 20 1969
SEDF

CORE CITY CENTER FOR FAMILY DEVELOPMENT
620 Union Street, Springfield, Massachusetts 01109
(413)-732-3223

April 16, 1969

SEDFRE
164 Madison Avenue
New York, New York 10016

Dear Sir:

Enclosed please find a check for $100.00 for the consulting services of Hank Smith.

Sincerely,
Oscar J. Bright
Oscar J. Bright

RECEIVED
APR 17 1969
SEDF

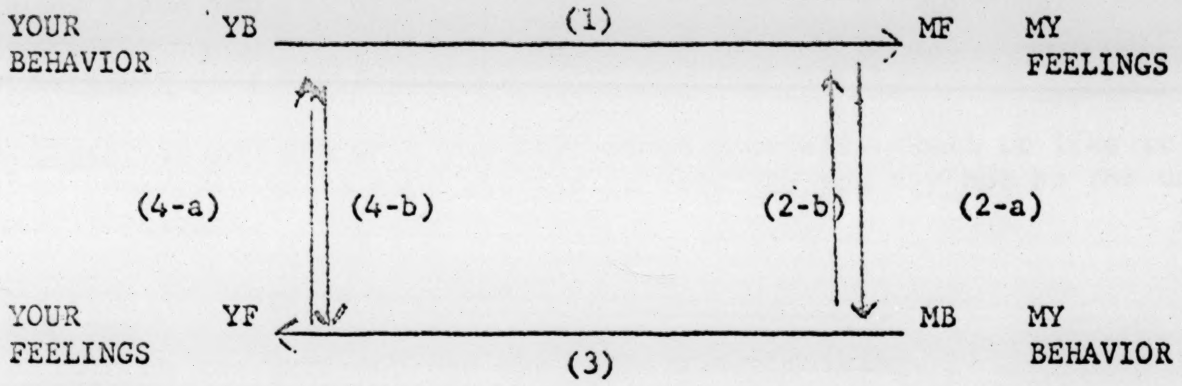
Core City Center

Leadership-Consultant

$100.00

HOW PEOPLE AFFECT EACH OTHER

A DIAGRAM


YOUR BEHAVIOR
YB
(1)
MF
MY FEELINGS
(4-a)
(4-b)
(2-b)
(2-a)
YOUR FEELINGS
YF
MB
MY BEHAVIOR
(3)

(1) Your behavior affects my feelings.

(2-a) My feelings affect my behavior.
    (2-b) My behavior affects my feelings.

(3) My behavior affects your feelings.

(4-a) Your feelings affect your behavior.
    (4-b) Your behavior affects your feelings.

Distributed by: Scholarship, Education and Defense Fund for Racial Equality
150 Nassau Street - Room 1030, New York, New York 10038

1/16/68

GUIDELINES FOR DEVELOPING RELATIONSHIPS[1]

1. Stay in the *here-and-now* of the relationship. This means don't talk about people and situations that have nothing to do with the people you are with. Talk about what's going on *right now* in your relations; your feelings and behavior and the behavior and feelings of the people you are with. What has happened in the here-and-now will be interesting to everyone. What happens outside the here-and-now may only interest one or two of those you are with.

2. Learn to *trust* your own feelings.

3. Be as *honest* as you can when you talk about yourself. Tell it like it "tis" *to you*. Recognize that the way it "tis" to you may not be the way it "tis" to others.

4. Express your feelings as your own.

5. *Concentrate* on the here-and-now when others are talking.

6. Try to *understand* what others are feeling when they talk.

7. *Accept* others' statements about themselves as facts. Do not argue; but feel free to say, "I feel differently" or "I see things differently."

8. *Help* others face up to and express feelings. Be accepting and understanding, *not protecting*. Protectiveness can communicate to the person you are trying to "save" that you see him as weak and not strong enough to face up to others.

9. When you are bored, *let people know where you are*, even if it means interrupting someone. For example, say "I feel bored" rather than "you bore me." *You* are the feeler; no one else causes your feelings, although it may seem to you as if others are causing your feelings. The proof of this is that not everyone has the same feeling-reactions to others as you do. Your feelings-reactions are a consequence of *your* experience in relation to how you see the other's behavior. The other's behavior does not cause your feelings.

10. Be open to the "feedback" others give you. This feedback is an opportunity for you to understand the way you come across to other people.

11. Take a chance -- *risk* yourself. The success of your developing relations depends on the degree to which you are willing to talk about your own feelings, to ask how others see you and feel about you, and to take the chance of even being hurt by hearing others in order to learn something valuable about yourself.

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[1] These rules are adapted from "A Small Group Program for Continuing Personal Growth" by Betty Berzon, J.G. Solomon, Melinda Sprague and C.W. Weedman.

1/16/68

GUIDELINES FOR PROBLEM IDENTIFICATION, ANALYSIS AND STRATEGY PLANNING

Scholarship, Education and Defense Fund for Racial Equality, Inc.
164 Madison Avenue, New York, New York 10016

PROBLEM IDENTIFICATION

1. What problems confront your ______________________?

2. How do I feel about the problems?

3. What are the major problems?

4. What are the minor problems?

5. What is the most important problem to me?

6. What is the most important problem to the group?

PROBLEM ANALYSIS

1. State the problem.

2. How do you know there is a problem?
    - Who does what?
    - What seems to happen?
    - Who is affected by the problem and how?
    - Summarize the consequences of the problem.

3. Where do you fit into the problem?
    - How are you involved?
    - Who are the enemies?
    - Who are your supporters?

STRATEGY ALTERNATIVES

1. State the problem.

2. What have you tried to do about it?
   List as many things you have tried to do as you can.

   What happened?

3. Is there anything that you have not done?

4. What would you like to do about the problem?
   List as many things as possible.

   What might happen?

5. Is there a way in which your ______________ could solve the problem?

6. Choose the most promising solution and describe in detail what you would do.

Mss
546 SEDFRE

Long Island C.O.R.E., 1967

Box 21
Folder 19

State Historical Society of Wisconsin

Please Retain Original Order

DJ

January 27, 1967

Mr. Mel Jackson
c/o L.I. CORE
14 N. Franklin Street
Hempstead, Long Island

Dear Mel:

We have confirmed Deer Hills Conference Center in Wappinger Falls, New York for the weekends of February 24-26th and April 14-16th for our Community Action Workshops. Please forward to this office, at your earliest convenience, the list of names we talked about over the telephone.

Thanks a million for your support and the sooner those names come in, the sonner we can get the ball rolling.

Yours for Freedom and Dignity,

HS/rwb

Hank Smith

January 27, 1967

Miss Luenetta Miller
16 Lincoln Avenue
Rockville Centre, Long Island

Dear Luenetta:

We have confirmed Deer Hills Conference Center in Wappinger Falls, New York for the weekends of February 24-26th and April 14-16th for our Community Action Workshops. Please forward to this office, at your earliest convenience, the list of names we talked about over the telephone.

Thanks a million for your support and the sooner those names come in, the sooner we can get the ball rolling.

Yours for freedom and dignity,

HS/rwb

Hank Smith

September 27, 1967

Mrs. Jeanne Johnson
24 Border Lane
Levittown, New York

Dear Jean:

We are tremendously interested in the request of community activists and welfare recipients in the area of Westbury for a 'Welfare Rights" workshop. So that things may move a little faster I am enclosing a workshop planning report and several copies of our request for co-sponsors.

Please fill out the two enclosed forms and return. I am also enclosing a stamped, self addressed envelope.

With a compulsive need to serve,

Hank Smith
Field Representative

HS:lb
Enclosures (2)

October 10, 1967

Mrs. Hattie Smyler
115 Grove Street
Hempstead, New York 11550

Dear Mrs. Smyler:

We are tremendously interested in the request of community activists and welfare recipients in the area of Nassau County for a 'Welfare Rights" workshop. So that things may move a little faster, I am enclosing a workshop planning report and several copies of our request for co-sponsors.

Please fill out the two enclosed forms and return. I am also enclosing a stamped, self addressed envelope, for your convenience, and a copy of "Your Welfare Rights", New Jersey, residents handbook of information.

With a compulsive need to serve,

Hank Smith
Field Representative

HS:lb
Enclosures

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Name Shirley R. Brown Age 21+

Address 27 Jefferson Place, Hemp. Phone IV 5-3338

Occupation Communications

Name of Organization you Represent L.I. C.O.R.E. (Nassau County)

Address 7 W. Marvin Ave, Hempstead, L.I.

Position Co-Chairman, Political Action

Experience

Describe the basic problems in your community as you see them:

Uncooperation of "political powers that be" to voice of black ghetto.

Describe your Civil Rights Activities

① Long Is. C.O.R.E. - Political Action Co-Chair.

② N.A.A.C.P. Hemp. Branch = O.E.O. Representative

③ N.A.A.C.P. Youth Council - Adult Work Comm.

Describe the problems that you have getting communities to move:

The non-interest + non-involvement of the comfortable middle class to work in surrounding black communities, thus less help, more time consumed on projects

Describe the problems you have in working with other groups:

Overcoming the problem of separatism because of minor differences in structure.

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community?

Suspicions of self-benefits

What do you regard as the most important things a good leader should know or be able to do?

① Sound knowledge of political structure

③ Ability to relate to others

③ Must be an organizer

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community?

Intellectually geared Training sessions which relate directly to handling the phony interplay by the white power structure.

Comments:

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Shirley R. Brown

Signature of Applicant

****

Do not write below this line.

Attendance

Participation

Student Evaluation

Comments

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Name MEL JACKSON Age 33

Address 76 WELLINGTON ST. Phone 516 IV 9-7778

Occupation ELECTRONIC ENGINEER -

Name of Organization you Represent LONG ISLAND CORE

Address 7 MARVIN AVE HEMPSTEAD NY BOX 162

Position CHAIRMAN

Experience 10 YEARS IN CR MOVEMENT - APPROX 20 YEARS IN COMMUNITY ACTIVITIES.

Describe the basic problems in your community as you see them:

NEED FOR COMMUNITY LEADERS - ESPECIALLY IN NEGRO COMM.

NEED FOR CREATIVE YOUTH PROGRAM.

NEED FOR STRONG ORGANIZATION TO REPRESENT THE BLACK COMMUNITY, IN NUMBERS AS WELL AS VOCALLY

Describe your Civil Rights Activities

① ACTIVIST IN NAACP YOUTH & COLLEGE DIV: REGIONAL YOUTH ADVISOR - ADVISOR FOR HEMPSTEAD YOUTH COUNCIL AND HEMPSTEAD ADULT BRANCH. - MEMBER EX. BOARD.

② CHAIRMAN OF CORE CHAPTER - ③ POLITICAL ACTION - IN NEGRO COMMUNITY

Describe the problems that you have getting communities to move:

TOO DAMM MANY NON-EFFECTIVE ORGANIZATIONS!!

Describe the problems you have in working with other groups:

TOO MANY GROUPS WHICH DON'T RELATE TO ANYTHING.

TOO MANY NON LEADER LEADERS

TOO LITTLE SELF KNOWLEDGE BY THE MEMBERS OF THE GROUPS.

TOO LITTLE KNOWLEDGE (AND FEELINGS) ABOUT AND BY THE GROUPS - IE - NO RELATING TO THE GROUPS, THEIR PEOPLE AND THEIR PROBLEMS.

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community?

#1 RELATING TO OTHERS, ESPECIALLY

LEADER TYPES &

& OTHERS — ESTABLISHING GOALS AND PRIORITIES

What do you regard as the most important things a good leader should know or be able to do?

RELATE TO OTHERS

ORGANIZE

RECOGNIZE PROBLEMS & ESTABLISH GOALS

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community?

TRAINING COURSES OR WORKSHOPS

WHICH WILL ENHANCE MY ABILITY TO

RELATE TO OTHERS.

Comments:

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Mel Jackson
Signature of Applicant

****

Do not write below this line.

Attendance

Participation

Student Evaluation

Comments

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Name Ruth Schwartz Age 21 +

Address 192 Gardner Ave, Jersey City Phone WE1-7056

Occupation P.R. & C.O.

Name of Organization you Represent CORE

Address

Position

Experience community org., P.R. & press coordination, group work

Describe the basic problems in your community as you see them:

basic problems of lack of communication and reliance on traditional problem solving techniques as they affect unemployment splintered, fractured community

Describe your Civil Rights Activities

CORE, Target City CORE -

Describe the problems that you have getting communities to move:

fear - apathy -

Describe the problems you have in working with other groups:

reliance on conflict techniques difficulty in utilizing accommodation & other tactics -

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community?

articulate consensus of group

What do you regard as the most important things a good leader should know or be able to do?

enable discussion to move & intervene in crisis situation - Clarify pts made & sum up -

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community?

Comments:

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Ruth Schwartz

Signature of Applicant

****

Do not write below this line.

Attendance

Participation

Student Evaluation

Comments

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Name Jeanne Johnson Age 26

Address 24 Border Lane Levittown, N.Y. Phone 516 PE 5-7366

Occupation Housewife

Name of Organization you Represent L.I. CORE

Address 7 Marvin Ave Hempstead, N.Y.

Position Community Relations Chairman

Experience

Describe the basic problems in your community as you see them: There is a definite lack of communication between civil Rights leaders and people in the ghetto.

Describe your Civil Rights Activities

Attempting to organize and help people culturally and materially deprived

Describe the problems that you have getting communities to move:

There is a definate fear of the Power Structure

Describe the problems you have in working with other groups:

Other groups feel our tactics are too militant.

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community?

Unable to relate to the people they are attempting to lead.

What do you regard as the most important things a good leader should know or be able to do?

A good leader should be able to relate not only to the people but also through the people to his group.

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community?

Comments:

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Jeanne Johnson
Signature of Applicant

****

Do not write below this line.

Attendance

Participation

Student Evaluation

Comments

SCHOLARSHIP, EDUCATION AND DEFENSE FUND
FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Name Joseph C. Randall Age 21

Address 17 Holloway St. Phone 868-1532

Occupation ADVERTISEMENT (ILLUSTRATION)

Name of Organization you Represent L.I. CORE

Address 7 MARVIN AVENUE

Position YOUTH CO-ORDINATOR

Experience ASSISTANT COMMUNITY ORGANIZER

Describe the basic problems in your community as you see them: WE HAVE VARIOUS PROBLEMS STEMMING IN AND AROUND OUR COMMUNITY. ONE OF THE BASIC PROBLEMS IS THE LACK OF COINCISTANCE BETWEEN THE MIDDLE CLASS AND LOWER CLASS NEGRO.

Describe your Civil Rights Activities BEFORE JOINING CORE, I HAVE (LIKE SO MANY YOUNG NEGROES) BEEN A MEMBER OF N.A.A.C.P., I WITHDREW, FRUSTRATED AND IMPATIENT AND JOINED S.N.C.C. AND AS A RESULT, MORE CONCIOUS.
ACTIVITIES: VOTER REGISTRATION, YOUTH ORGANIZER.

Describe the problems that you have getting communities to move: ONE OF THE BASIC PROBLEMS, I FELT IN NASSAU COUNTY, IN RESPECT TO THE BLACK COMMUNITY, IS THE CHURCH (ATTEMPTING TO ATTRACT BLACK PEOPLE TO SOME-THING THAT THEY DO NOT UNDERSTAND OR THAT THEY WOULD WANT TO RELATE TO.)

Explanation needs verbal clarification!

Describe the problems you have in working with other groups: THE MISCONCEPTIONS OF "BLACK POWER" HAS ~~SET~~ PUT CORE IN A "BAG". OUR ENDORSEMENT, HAS MADE ALLIES — TO BECOME ENEMY — BUT IN BEING HONEST, WE MUST WORK WITH OTHER GROUPS ~~[illegible]~~ WETHER HOSTILITY IMPLEMENTS DISAGREEMENT OR NOT, THERE IS A JOB TO BE DONE, AND WE'RE GOING TO DO IT — WE HAVE NO TIME TO ARGUE.

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community? WHAT WE (THE BLACKS) OF L.I. CORE, HAVE EXPERIENCED IS THAT WHERE WHITE DOMINATION HAS IN ~~B~~ THE PAST EXISTED, AND WHEN THERE IS A ~~[illegible]~~ (WHITE) MAJORITY — TO HAVE A BLACK LEADER CAUSES MANY COMPLEXITIES — ONE SIGNIFICANT THOUGHT IS HOW THE LEADER HANDLES THE MAJORITY — AND HIMSELF

A LEADER IN THIS SITUATION — THE
*(AND WITH RESPECT TO THE NEW DIRECTION)
WHITE (LEADERSHIP) DOMINATION IS DECREASED
TO GIVE BLACK LEADERSHIP A CHANCE
TO EMERGE. THE PROBLEM HERE IS
THAT THE PLACE AND PURPOSE SHOULD BE
DEFINED TO THE WHITES — THAT THEY MUST
NOW SIT IN THE THIRD ROW.

What do you regard as the most important things a good leader should know or be able to do? A LEADER SHOULD, FIRST, BE ABLE TO BE FLEXIBLE (COMMITTEE STRUCTURE) — HE SHOULD BE HONEST AND TRUSTWORTHY — AND ALSO INSIDIOUS. HE MUST RELATE HIMSELF TO ~~[illegible]~~ THE NECESSITIES OF THE ORGANIZATION — BEFORE HIMSELF.

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community? I feel, that ~~[illegible]~~ ~~for~~ my committment ~~[illegible]~~ should accept as much training as possible — to become ~~[illegible]~~ flexible in all phrases of organizational structures.

Comments: My answers are not as secure as I had hoped — for the lack of space leaves my bestowed.

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Joseph C. Rendal
Signature of Applicant

****

Do not write below this line.

Attendance_______________________________

Participation____________________________

Student Evaluation_______________________

Comments________________________________

SCHOLARSHIP, EDUCATION AND DEFENSE FUND
FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Name Mrs. Lynetta L. Miller Age 49

Address 17 Lincoln Avenue Apt 41 Phone 516 Or 8-1736

Occupation Area Organizer Economic Opportunity Comm.

Name of Organization you Represent Health & Welfare Council E.O.C.

Address 320 Old Country Road - Garden City

Position Area Organizer

Experience two (2) years have a Certificate from C.P.C.

Describe the basic problems in your community as you see them: The basic problem in my Community is lack of involvement - lack of Continuation in Organization of the Communities.

Describe your Civil Rights Activities My organizations L.I. Care & R.V.C. Tenants Assoc. ~~[illegible]~~, ~~[illegible]~~

Describe the problems that you have getting communities to move: The people in the Communities ~~on~~ have little or no interest in what is happening ~~[illegible]~~ in his Communities No follow through in Programing.

Describe the problems you have in working with other groups:

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community? Most Community leaders seem to think I'm leader in this Community and What I say is it. Now you can except it or —.

What do you regard as the most important things a good leader should know or be able to do? It is Most important for a good leader to have the Confidence and respect of the people, to be able to lead Without being Vindeactive.

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community? I Can't exactly explain What I really Need to become more effective in the Community, I receive Compliments On My Community action but I myself want to be more effective.

Comments: The workshops are a [illegible] effective informative and too far apart.

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Loretta L Miller
Signature of Applicant

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Do not write below this line.

Attendance____

Participation_______________________________________

Student Evaluation___________________________________

Comments____

Mss
546 SEDFRE

Los Angeles C.O.R.E.

Box 22
Folder 1

State Historical Society of Wisconsin

Please Retain Original Order

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Name Dolores A. Grant Age 30 plus

Address 5067 Belus Street, San Diego Calif Phone 2640610

Occupation Housewife, mother

Name of Organization you Represent CORE

Address

Position

Experience

Describe the basic problems in your community as you see them:

Lack of communication

Describe your Civil Rights Activities

All CORE projects in San Diego

Describe the problems that you have getting communities to move:

Describe the problems you have in working with other groups:

We are always willing to work with groups, but we seem so close knit that we frighten other groups.

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community?

What do you regard as the most important things a good leader should know or be able to do?

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community?

Comments:

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Signature of Applicant

****

Do not write below this line.

Attendance

Participation

Student Evaluation

Comments

SCHOLARSHIP, EDUCATION AND DEFENSE FUND
FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Name Harlan N. Singleton Jr. Age 22

Address 3969 Ocean View #D Phone None

Occupation Heavy Equipment Oper.

Name of Organization you Represent ROHR

Address Foot of H St. Chula Vista, Calif.

Position Production Worker

Experience

Describe the basic problems in your community as you see them:

Describe your Civil Rights Activities

Describe the problems that you have getting communities to move:

Describe the problems you have in working with other groups:

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Name ETHEL LARSEN Age 28

Address 342 No FAIRVIEW Phone 846-3467

Occupation Housewife

Name of Organization you Represent C.O.RE

Address P.O. Box 144 - Pacoima

Position

Experience

Describe the basic problems in your community as you see them: BAGS + TRIPS + WALLS +

Describe your Civil Rights Activities

Describe the problems that you have getting communities to move:

CUTTING THRU TO FEELING

[redacted]

Describe the problems you have in working with other groups:

Cutting thru to feelings

WORKSHOP EVALUATION

NAME JAMES E. DENNIS

ADDRESS 1018 E. 49th st

LOS ANGELES

CITY STATE Calif.

(1) WHAT DID YOU LIKE BEST? The Close relation that developed within the group which provided an unusual atmosphere for Expression, ~~and~~ reception and perception.

(2) WHAT DID YOU LIKE LEAST? TO COLD to take a Shower when I got ready to —

(3) IF SOMEONE WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU SUGGEST TO IMPROVE IT? None that I can think of so far

COMMENTS: A very unforgettable experience which has provided me with ~~a~~ more tool to move my ~~C[illegible]~~ Community.

WORKSHOP EVALUATION

NAME Eleanor Dart

now ADDRESS Holden Hall, Pitzer College, Claremont, Calif.
home: 2635 Emerald St. Eugene, Oregon

CITY ______ STATE ______

(1) WHAT DID YOU LIKE BEST? Getting to know a group of about 10 people intensely and personally over a 24 hour session. Learning about myself through this group. We started peacefully – in the sun; not yelling (and we never did tear each other apart that way) and ~~the~~ a spirit grew between us through honesty and truth-speaking. Somehow everyone's deepest problems came out and they were helped to see how to grow; we ended loving each other very much. This is the kind of honest, searching communication (we must learn to use and keep living. Trust and love are inherent in it. I love the setting – it was very beautiful and the quiet gave our group peace.

(2) WHAT DID YOU LIKE LEAST? No sleep – and yet it didn't matter.
(Not too much – but it bugged some people)
Unable to know everyone – but that worth sacrificing to knowing a few so well. The directions up to here – unclear. I don't much like the blowing which went on Friday night with everyone yelling and no one listening and many people without a chance of being heard. Still perhaps that had to happen. I think that the plan for this weekend wasn't clear to everyone who came, despite leaders efforts at explanations. I think it should have been.

I didn't like the fishbowl way we started out Friday; I do know the leaders were trying to do the right thing and it worked out.

(3) IF SOMEONE WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU SUGGEST TO IMPROVE IT? Make clearer beforehand what is coming off. I would love it if people could bring instruments and play them and if we'd all sing together. ~~I'd love to~~ I'd like to see a group try this for a longer time – a week or two – if they could stand it. I think they could.

COMMENTS: We communicated. We helped each other with love. I have learned a great deal about communication, about the Black community in the city, about some of the tensions ~~and~~ of the Negroes and whites in relation to each other, about the self and self-knowledge – it will be a long time before I know all I've learned – perhaps never. I'm leaving increased.

I love.

This is a fabulous kind of "~~conference~~" workshop Everyone needs something like this.

WORKSHOP EVALUATION

NAME James D. Hamilton Jr.

ADDRESS 4336 "Z" Street

CITY San Diego STATE California 92113

(1) WHAT DID YOU LIKE BEST? the sincere honesty shown by some of the participants.

(2) WHAT DID YOU LIKE LEAST? The dishonesty shown by some.

(3) IF SEDFRE WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU SUGGEST TO IMPROVE IT? To have the people to mingal more.

COMMENTS: It was a most benificial session for me.

WORKSHOP EVALUATION

NAME Dolores A. Grant

ADDRESS 5067 Beluso St

CITY San Diego STATE Calif.

(1) WHAT DID YOU LIKE BEST?

The small Groups, and being able to really look at myself, and other people and realize That we are all human. That we all need someone.

(2) WHAT DID YOU LIKE LEAST?

(3) IF SEDFRE WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU YOU SUGGEST TO IMPROVE IT?

I can think of nothing.

COMMENTS: I think it was the greatest thing that ever happened to me. I feel that this is the begining for me to go back and do some of things in my community that I've wanted to do, but didn't know how, and didnt have the nerve.

Mss 546 SEDFRE

Mount Vernon C.O.R.E., 1967

Box 22
Folder 2

State Historical Society of Wisconsin

Please Retain Original Order

MEMORANDUM

TO: Marvin Rich

FROM: Hank Smith

RE: Saturday Seminar In Mount Vernon (June 17, 1967)

Mrs. Doris Bland from Boston, Massachusetts was one of our resource persons this past weekend June 17, in Mount Vernon.

Due to an oversight on my part she was short changed eight dollars ($8.00). I would greatly appreciate a check for said amount as soon as possible in view of the fact that she is a welfare mother.

Please return Mrs. Bland's letter for our files, and I would appreciate mailing of the check and my letter to her immediately.

#1641
6/21/67

3 Leyland St.
Dorchester, Mass.
June 19, 1967

Dear Hank,

This is one the clippings from our local black paper.

Also I added up the amount the plain ticket and it did come to a small amount like $8.00 which I am really broke. I wouldn't ask about it, except, I didn't really Except to go over my lovely A.D.C. budget. So I am sending the tickets for a receit.

By the way I want to thank you and Eunice for a lovely wonderful time. I really enjoyed your family. I hope we can get together some weekend for just fun.

I recived my summons to go to Court on the 27th for inciting to Riot. I have a Good lawyer for my case.

Oh yes I left my hairbrush at your house, if you could would you please send it.

Please excuse this short note but I am in a real hurry.

Love to all.
Doris Bland

July 10, 1967

Mr. Phil Hawkins
The Wall Street Journal
30 Broad Street
New York, N.Y.

Dear Mr. Hawkins:

I am enclosing a copy of our agenda for July 15th, in Mount Vernon, as I promised. I sincerely hope that you will find our seminar, enjoyable and insightful.

Looking forward to seeing you on the 15th.

With a compulsive need to serve,

Hank Smith

HS:lh
Enc.

July 10, 1967

Mr. Herbert Farber 685-6335
122 East 37th Street
New York, N.Y. 10016

Dear Mr. Farber:

I am enclosing a copy of our agenda for July 15th, in Mount Vernon, as I promised. I sincerely hope that you will find our seminar, enjoyable and insightful.

Looking forward to seeing you on the 15th.

With a compulsive need to serve,

Hank Smith

HS:lb
Enc.

July 31, 1967

Mr. James McCain
317 West Bartlette Street
Sumter, South Caroline 29150

Dear Nooker:

Perhaps the most pleasant experience I have had in a long time was to work, live and learn from you. You were an EXCELLENT resource person and I am looking forward to a similar experience very soon. While we are on the subject, I am in the process of making that date change from August 19th to August 26th, however, I feel it must be done with the consent of the group involved, but please make yourself available for that date. The agenda will be some what the same, I am enclosing a copy of the face sheet.

Reverend Samuel Austin, pastor of Grace Baptist Church is running for the office of Mayor and your approach to voter registration is a real need in this apathetic community.

Our illustrious leader (Stingy Innis) without a fit, mind you, has signed a check for $12.30, and I have enclosed same.

Lots of love and I hope to see you soon.

With a compulsive need to serve,

Hank Smith

HS/lb
Enc

July 31, 1967

Mrs. Isabelle Hawkins
25 Madison
Mount Vernon, New York

Dear Isabelle:

I feel that we should have the following information so that we can go into our Citizenship Education workshop with a better idea of what we are dealing with.

1. The last day for registering
2. Available registration i.e., mobile units, door to door registrations, office open, etc.
3. Offices to be voted on, i.e., mayor, councilman, etc. , in November
4. Breakdown of the Mount Vernon community by voting power.
    a. Number of blacks and whites.
    b. Number of Jewish community and Italian community.
    c. Number of persons registered, number of possible registrants.
5. Problems of the community from the grass roots people, i.e., housing welfare, lack of jobs, transportation, etc.
6. The names of persons the community would like to see elected and who is running their campaigns.
7. Will persons or groups in items three and six be willing to attend our training seminars.
8. Groups available for training and willing to work in the campaign who have not been called on.

I feel that it is important that we have this information before our Citizen Education workshop, so that we will be much more effective and our resource people will have some knowledge of the community.

Hoping to see you soon.

With a compulsive need to serve,

Hank Smith

HS/lb

August 3, 1967

Miss Jane Galvin
Ass. Director
Mt Vernon Community Action Group,Inc.
249 South Seventh Avenue
Mount Vernon, N.Y. 10550

Dear Miss Galvin:

Enclosed please find Film Catalog, heretofore mentioned.

May I thank you for the beautiful letter you wrote. It was indeed a shot in the arm.

Hope the Film Catalog will prove of service to you.

With a compulsive need to serve

Hank Smith

HS/e[illegible]
encl.

August 8, 1967

Mr. S.J. Schulman, Commissioner
Westchester County
Department Of Planning
White Plains, New York

Dear Sir:

I would greatly appreciate a copy of Population Change in Westchester County. We have had an opportunity to review this booklet and feel that it would be a great value to our office. Please be kind enough to have a copy mailed to the above address and we will be happy to cover any expense for said booklet if required.

Sincerely yours,

Henry G. Smith, Jr.
Field Representative

HGS:lb

August 30,1946 [i.e. 1967]

Dear Hank:

If Rev. Austin is to make a good showing or win the election for Mayor of Mt. Vernon, he had better get on the ball. Try and make him see the good that can come from bringing all the leaders and organizations together to work in his behalf.

A concerted drive should have already begun to get every eligible Negro registered when the registration books come to Mt. Vernon. No stone should be left unturned to see that this is done.

Keep in touch with me on the progress of the situation. If I can help again in anyway, don't hesitate to let me know. My warmest regards to the wife and family.

Sincerely,

Nooker
James T. McCain

[Sept. 1967]

AUSTIN HEADQUARTERS
9 East Third Street
Mount Vernon, New York 10550

Dear Mr. Smith,

The Committee for Austin is sponsoring its **"2nd SOIREE"** on Saturday, September 30, 1967 at the Prince Hall Masonic Temple. In conjunction with this affair there will be door prizes given to the holders of lucky numbers.

We are taking the liberty of enclosing 2 tickets and sincerely solicit your help in making this a financial success. Please make all returns to the AUSTIN HEADQUARTERS, 9 East Third Street, Mount Vernon, New York 10550 by Friday, September 22, 1967 or call 668-1262 or 668-1263.

Thank you for your cooperation in helping us in this matter.

Sincerely,

Ronald Perry
Ronald Perry
Chairman

Ethel Spencer
Ethel Spencer
Secretary

Saturday July 15, 1967

The Westchester Observer

AS I SEE IT

REV. DR. SHELTON E. DOLES

The following column was written by the late Rev. Shelton E. Doles, pastor of The Grace Baptist Church:

Every community and every group within a community should strive, to the best of its ability, to develop leadership. Great moral leadership in every phase of human endeavor is one of the serious needs of our world today.

If you look about you, you will notice how scarce leaders really are. Now, there are many who pose as leaders for the applause of the crowd. There are those who desire positions of leadership as stepping stones to more economic security and social position. Many who crave this noble responsibility have neither the qualifications or the passion to lead.

Often we must take people just to have someone and place them in the running when we know, in our hearts,

(Cont. on page 10)

SEE IT

(Cont. from page 3)

they cannot lead.

There are certain qualities that I feel leaders should possess.

In the first place, a leader should have a great love for the well being of people.

Secondly, a leader should know community issues and be able to discuss them wisely.

In the third instance, a leader should be a part of a community and not use the community only as a "bedroom".

Fourthly, a leader should be in touch with the multitudes.

Fifth, a leader should be unafraid. When people damn a good leader, it only inspires to a greater work instead of quitting.

Sixth, a leader should not be greedy and want all position and honor for himself, but should desire to share with others. This should be in regard to time, energy and efforts as well as money

Seventh, a leader should be honest and "not play both ends against the middle."

Eighth, a leader should have the conscienceness of the fact that man is a spiritual being, a creation of Almighty God and therefore cannot be treated like common animals or a stepping stone to one's own glory.

Ninth, a leader should know when to step aside and let others have an opportunity to express their qualities of leadership.

TEnth, a leader must realize that the people whom he leads give him the opportunity for leadership and those people should never be abused Nor should the leader permit himself to be used by any person, or persons to promote their own selfish plans and programs.

Mount Vernon, particularly among Negroes, needs leadership, politically, socially, educationally, etc. Today is the day, not tomorrow, for, it may be too late. Let us look around and see who meets some of our qualifications and who will be willing to serve our cause. "Work for much, ask for much, expect much, pray much and you will get much.

Mt Vernon

CORE

FEB 1 6 1966

CORE SCHOLARSHIP, EDUCATION AND DEFENSE FUND
New York 38, New York

WORKSHOP APPLICATION

Name Isabel Hawkins Age —

Address 25 Madison, St. Mt. Vernon, N.Y. Phone Mo-4-6931

Occupation Housewife

Name of Organization you Represent Mt. Vernon, C.O.R.E.

Address 25 Madison, St. Mt. Vernon, N.Y.

Position Chairman

Experience Shopsteward.

Describe the basic problems in your community as you see them: Lack of housing. Segregation in Schools. Lack of legal aid.

Describe your Civil Rights Activities Most recently active with problems; such as. Housing, Education, Welfare mothers. (organized group)

Describe the problems that you have getting communities to move: For years this community has had poor leadership.

Describe the problems you have in working with other groups; They are not interested in problem or the Community. They do not let the people in the community speak for themselves.

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community?

Clear understanding of the community Knowledge of what the people want. Good relationship with other leaders.

What do you regard as the most important things a good leader should know or be able to do? Should be personable. Have some organizational training. And to think Clearly. A good listener.

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community:

Public speaking training.

Comments:

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Isabel Hawkins
Signature of Applicant

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Do not write below this line.

Attendance

Participation

Student Evaluation

Comments

CORE SCHOLARSHIP, EDUCATION AND DEFENSE FUND
150 Nassau Street
New York 38, New York

WORKSHOP APPLICATION

Name CATHERINE BROWN Age 29

Address 330 UNION AVENUE MT VERNON NY Phone (914) OW 9-3507

Occupation FACTORY WORKER

Name of Organization you Represent MT VERNON C.O.R.E.

Address 59 W. 3RD ST. MT. VERNON

Position TREASURER Experience

Describe the basic problems in your ~~community~~ campaign as you see them: CORRUPT CITY HALL MACHINE, URBAN RENEWAL BOGGED DOWN. EDUCATION NOT INTEGRATED, POOR ANTI POVERTY PROGRAM.

Describe your ~~Civil Rights~~ campaign Activities MEMBER NEW ROCHELLE, N.Y. C.O.R.E 1964-5, MEMBER/TREASURER/CH. FUND RAISING COMM. MT VERNON CORE 1965 - PRESENT

Describe the problems that you have getting ~~communities to move~~ support:

Describe the problems you have in working with other groups:

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community? in getting the community involved

PERSON MUST HAVE FLEXIBLE PERSONALITY, ABILITY TO RELATE TO PEOPLE AND GOOD KNOWLEDGE OF COMMUNITY RESOURCES.

What do you regard as the most important things a good leader should know or be able to do?

PARTICULARLY NEED GOOD SENSE OF ORGANIZATION (NOT HAPHAZARD) AND THOROUGHNESS.

Describe the additional training or knowledge that you think you need in order for you to function more effectively ~~within~~ the community: in citizenship education

KNOWLEDGE OF FACTUAL DATA, AND TO BE EXPOSED TO THE EXPERIENCES OF OTHERS WITH SIMILAR COMMUNITY PROBLEMS

Comments:

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Catherine E. Brown
Signature of Applicant

****
Do not write below this line.

Attendance

Participation

Student Evaluation

Comments

Mt Vernon
CORE

CORE SCHOLARSHIP, EDUCATION AND DEFENSE FUND
New York 38, New York

WORKSHOP APPLICATION

Name CLIFFORD A. BROWN Age 32

Address 330 UNION AVE. Mt. VERNON Phone OW 9-3507

Occupation PROBATION OFFICER - Westchester County COURT

Name of Organization you Represent Mt. VERNON C.O.R.E.

Address 25 MADISON ST. Mt. VERNON, N.Y.

Position EDUCation Committee Chairman

Experience Vice Chairman New Rochelle Chapter 5/64 to 5/65
Boys Club Advisory Committee (NEW ROCHELLE) Recreation Supv.

Describe the basic problems in your community as you see them: Segregation of schools, "bogged down", ineffective Anti-poverty program, inadequate low and middle income housing, lack of legal aid for indigent, inadequate planning for Urban Renewal tracts, communication.

Describe your Civil Rights Activities Most recently active with problems as: school integration, adequate housing, treatment of public assistance recipients. Public speaking, press release writing, drafting of programs (chapter projects) and community organization.

Describe the problems that you have getting communities to move:
Years of ineffective leadership that has had selfish motives. Result: the interest and incentive of the people have been seriously blunted. Communicating (meaningfully) to them.

Describe the problems you have in working with other groups; Mainly the other groups are not dedicated to the same militant action as CORE, and (2) they are generally concerned with getting credit for their own, selfish interests, sometimes getting "top billing" supercedes their genuine interest that the community should benefit from the programs put forth. Their moderate/conservative views seriously retard CORE's movements.

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community?

Clear understanding and knowledge of community and its social ills (as well as community resources). Foundation of good cordial relationship with other leaders, ~~both~~ social, civic and political. Knowledge of what the people want.

What do you regard as the most important things a good leader should know or be able to do? Training in organizational procedures. A good, effective leader must (1) be able to communicate clear, sound ideas (2) be personable (3) think clearly and logically (4) a good listener (5) dedicated.

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community:

~~Academic~~ Training in organizational procedures.

Comments:

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Clifford A. Brown
Signature of Applicant

****

Do not write below this line.

Attendance

Participation

Student Evaluation

Comments

MSS
546

SEDFRE

Ossining (NY) CORE

Box 22
Folder 3

State Historical Society of Wisconsin

Please Retain Original Order

Ossining CORE

CORE SCHOLARSHIP, EDUCATION AND DEFENSE FUND
150 Nassau Street
New York 38, New York

WORKSHOP APPLICATION

Name Michael Cheatham Age 22
Address 25 Hunter St. Ossining N.Y Phone RO2-0249
Occupation TRUCK DRIVER
Name of Organization you Represent Oss. CORE
Address Charter Circle - Ossining N.Y.
Position Member Experience General

Describe the basic problems in your community as you see them:
Housing - Poor
Segragated Fire Department
General Predjudice

Describe your Civil Rights Activities Picketing

Describe the problems that you have getting communities to move:
Laziness

Describe the problems you have in working with other groups:
They are pretty Compatable

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community? Jealousness & Incompatability

What do you regard as the most important things a good leader should know or be able to do? persuade people and have a possitive attatude

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community: More knowledge Concerning law & education

Comments:

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Michael Cheatham
Signature of Applicant

****

Do not write below this line.

Attendance

Participation

Student Evaluation

Comments

Mss
546 SEDFRE

Philadelphia C.O.R.E., 1966-1967

Box 22
Folder 4

State Historical Society of Wisconsin

Please Retain Original Order

August 23, 1966

Mr. William F. Mathis, Chairman
Philadelphia CORE
2229 N. Broad Street
Philadelphia 32, Pennsylbania

Dear Mr. Mathis:

Enclosed please find a "Leadership Development Prospectus" which will explain, but not in great detail, the Leadership Development Program. Mr. Moore is out of town, and will not return until September 1, 1966.

If you could call the office at that time, I am sure he will be glad to explain, more fully, the program, and how it may be of assistance to you.

Sincerely,

(Mrs.) Charlaine Shelto
Secretary to R. Moore

/cs
Enc.

May 8, 1967

Mr. James Williams
1617 Brown Street
Philadelphia, Pennsylvania

Dear Jim,

I am enclosing an article from the New York Times on the possible constitutional convention in Pennsylvania. I am certain that you are aware of it. We will be doing a Citizen Education workshop in Baltimore on the 20th. I am certain that this workshop may fit in with your plans in view of the fact that it will be on the Maryland constitutional convention. Keep in touch with Stu at Target City for place and etc. Student travel will not be afforded for this seminar.

I have not heard from your area in reference to the Saturday Seminars. Please let me know at your earliest convenience so that we can square away our schedule here at SEDF.

By the way, how the hell do I reach you by phone man????

Sincerely yours,

HS:jj

Hank Smith

Encl: 1

THE NEW YORK TIMES, MONDAY, MAY 8, 1967

Pennsylvania to Vote on Constitutional Convention

By HOMER BIGART

Special to The New York Times

PHILADELPHIA, May 5—For the seventh time in 94 years Pennsylvania voters will be asked, in the primary on May 16, to call a convention to modernize its outmoded state constitution of 1873.

Six earlier proposals to call a convention have been rejected. This time, with the vigorous support of Gov. Raymond P. Shafer and other leaders in government, labor, industry and the bar associations, the proposal has a better than even chance.

Apathy and fear of change are the main obstacles, according to Governor Shafer. Despite the Governor's repeated assurances that the convention cannot touch the socalled uniformity clause—a clause interpreted by the commonwealth's Supreme Court as barring a graduated state income tax—there is widespread fear that the convention may open the door to a state income tax.

Opposition to the convention is being led by the state's minor judiciary. Pennsylvania has a proliferation of small courts. In Philadelphia, there are more than 20 Courts of Common Pleas, and some of them rarely meet. In the rural counties, justices of the peace fear that constitutional revision will eliminate their jobs.

Governor Shafer is especially eager to abolish the $1-million debt limitation that was written into the constitution in 1873, when the state's entire annual budget was only $7-million.

Now the state is spending $7-million a day, the Governor says; and to get around the debt limitation the state has established authorities that borrow money for construction projects, then rent them to the state. But these authorities have to pay higher interest rates.

The Governor says that Pennsylvania could save $100-million a year in interest if state and local governments could borrow directly.

Governor Shafer, Republican, has made constitutional revision the main goal of his administration. Taking office in January, he spent three months getting the proposal through the Legislature and on the ballot.

Under the slogan, "Pennsylvania needs a 20th century document to meet the demands of the 20th century," Governor Shafer has been stumping the state with former Gov. William W. Scranton and George M. Leader, the Governor from 1955-59.

The state's two United States Senators, Hugh Scott, a Republican, and Joseph S. Clark, a Democrat, are for the convention, and so are the Pennsylvania Manufacturers Association, the state Chamber of Commerce and the state A.F.L.-C.I.O.

Four years ago, a convention referendum was defeated by 40,000 votes out of some 2.2 million, despite strong support from Governor Scranton. Then, however, a constitutional convention was opposed by the bar associations, which preferred revision by amendments. This year most of the bar favors a convention.

If the proposal wins on May 16, in November the voters will pick delegates. The convention would meet Dec. 1, and would be required to conclude its work by Feb. 28, 1968. The new constitution would be submitted, item by item, to the electorate for approval in the April primary. About $900,000 has been budgeted to cover the cost of the convention assembly.

Church Fumes Overcome 29

CHICAGO, May 8 (UPI)—A furnace defect sent gas fumes sifting into the Mount Horeb Baptist Church on Chicago's West Side today, overcoming 29 persons. A dozen persons were taken to St. Anthony de Padua Hospital, but a spokesmany said only four required treatment. Seventeen were taken to Mount Sinai Hospital for oxygen treatment.

Philadelphia CORE

CORE SCHOLARSHIP, EDUCATION AND DEFENSE FUND
150 Nassau Street
New York 38, New York

WORKSHOP APPLICATION

Name JAMES O. WILLIAMS Age 42

Address 1617 BROWN STREET Phone PO5-5825

Occupation WAREHOUSEMAN

Name of Organization you Represent PHILA. CORE

Address 2229 N BROAD STREET

Position REPRESENTATIVE NAC CO-CHAIRMAN POLITICAL ACTION COMMITTE Experience 4 YEARS IN CORE

Describe the basic problems in your community as you see them: THE EVER INCREASING NEGRO AND POERTO RICAN CITIZENS ARE BEING COMPRESSED INTO GHETTOS, BAD SCHOOLS, BAD HOUSING, UNEMPLOYMENT, AND POLICE BROTALITY AND RACISM INGENERAL ARE INCREASING. PHILA HAS LONG PASSED THE DANGER POINT IN MAL TREATMENT OF BLACK PEOPLE.

Describe your Civil Rights Activities SINCE MY DISCHARGE IN 1946 I HAVE BEEN ACTIVE IN TRYING TO GET SOME IMPROVEMENT IN MY GHETTO AREA FIRST WITH A COMMUNITY GROUP, AND FOR THE LAST 4 YEAR WITH CORE. I SERVED AS CHAIRMAN 2 YEARS WITH THE NORTH PHILA CIVIL RIGHTS COMMITTEE AND 3 TERMS IN PHILA. CORE.

Describe the problems that you have getting communities to move: I HAVE NEVER FOUND IT TOO HARD TO MOVE ON BURNING ISSUES, SUCH AS A KILLING OF A CITIZEN BY A POLICEMAN, BUT SUSTAINING THIS MOVEMENT IS THE PROBLEM. PERSONALLY I FEEL THAT IT IS DOE TO MY LACK OF FORMAL TRAINING, WHICH WASTE TIME AND ENERGY IN ERRORS AND LEARNING BY EXPERIENCE.

Describe the problems you have in working with other groups: I HAVE ALWAYS BELIEVED IT TAKES DIRECT AND RADICAL ACTION TO CORRECT 300 YEARS OF SLAVERY AND DISCRIMINATION. MOST GROUPS OUTSIDE CORE WILL NOT PARTICIPATE IN DIRECT ACTION, EVEN IN IT'S MILDEST FORM. EVEN WHEN I TRIED THIER WAY TO IT FURTHEST POINT WITH OUT RESULTS.

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community? MY OWN EXPERIENCE HAS PROVEN THAT THE ABILITY TO LEAD IS ONE THING AND HAVING THE WORKING KNOWLEDGE OF WAYS AND MEANS OF CORRECTING THEM IS ANOTHER THING. LEADERSHIP REQUIRES A BASIC KNOWLEDGE OF MANY THINGS AND INFORMATION ON MANY SUBJECTS.

What do you regard as the most important things a good leader should know or be able to do? A GOOD LEADER SHOULD BE ABLE TO GET OTHER PEOPLE TO DO THINGS. IN ORDER TO DO THIS HE OR SHE MUST HAVE SELF CONFIDENCE, SELF CONFIDENCE IS GREATLY BOOSTED WHEN A LEADER IS WELL INFORMED. WHO TO APPLY PRESSURE ON IS MORE IMPORTANT THAN HOW, IT IS ALSO THE ABILITY TO RECONIZE AN ISSUE.

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community:

(1) A GOOD KNOWLEDGE OF REGULATION ON URBAN RENEWAL
(2) LOCAL & FEDERAL LAWS
(3) COMMUNITY ORGANIZATION & PROGRAMS FOR SUPPLYING SERVICE
(4) FUND RAISING, (5) VOTER EDUCATION PROGRAM

Comments: THESE THINGS ALONG WITH OTHER GENERAL INFORMATION WOULD HELP ANYONE TO ORGANIZE AND MAINTIAN A LASTING STRUCTURE IN A GHETTO

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

James O. Williams
Signature of Applicant

****

Do not write below this line.

Attendance ____________________

Participation ____________________

Student Evaluation ____________________

Comments ____________________

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2.

7/63

Maryland

SC. FLA

CORE SCHOLARSHIP, EDUCATION AND
DEFENSE FUND
New York 38, New York

WORKSHOP APPLICATION

Name William McCollum Age 40

Address 2229 N. Broad st Phone Po 5-2229

Occupation [illegible]

Name of Organization you Represent Phila CORE

Address 2229 N. Broad sts Phila Penna

Position Exective Member A Large

Experience 3 Years with Phila CORE

Describe the basic problems in your community as you see them: the need of community Organization at the Lowest level for better Housing and Schools

Describe your Civil Rights Activities Active on Housing Communities and Employment

Describe the problems that you have getting communities to move: Not Enought Active Members

Describe the problems you have in working with other groups; Proving that you Just want to help them and not Take over or lead them

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community?

Haying To work all day on Regular Job. Not enought time in the evening Time To work with a group.

What do you regard as the most important things a good leader should know or be able to do? How to gain and Keep the Respect of the Group.

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community:

Some Salesmanship.

More Knowledge of CRIMINAL and civil statuTes.

Comments:

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

William McCollum
Signature of Applicant

****

Do not write below this line.

Attendance

Participation

Student Evaluation

Comments

Philadelphia CORE

CORE SCHOLARSHIP, EDUCATION AND DEFENSE FUND

150 Nassau Street
New York 38, New York

WORKSHOP APPLICATION

Name William McCollum Age 39

Address 1225 Bainbridge Phila, Pa. 19147 Phone NONE

Occupation Bartender and Longshoreman

Name of Organization you Represent CORE

Address 2229 North Broad Street

Position Executive at large Experience 3 years active member of CORE

1/ Describe the basic problems in your community as you see them:

Slum land Lords, Homes unfir for human habations, crooked merchants, Improper Schooling and Police Harrisment

2/ Describe your Civil Rights Activities Active in Many Pickets Lines in and out of Phila., Sit in's , Demonstrations etc. send letters to Editors. & Keep watchful eye on the Civil Rights Movement Nation-Wide

3/ Describe the problems that you have getting communities to move:

One person waiting on the next one to take the first step.

Lack of leadership

Fear of harrisment from the Power Structure

4/ Describe the problems you have in working with other groups:

Who is going to get the credit for the program.

Some groups are sincere and some are not.

Getting them to approve of you

Philadelphia
CORE

CORE SCHOLARSHIP, EDUCATION AND DEFENSE FUND
150 Nassau Street
New York 38, New York

WORKSHOP APPLICATION

Name William McCollum Age 39

Address 1225 Bainbridge Phila, Pa. 19147 Phone NONE

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One person waiting on the next one to take the first step.

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Fear of harrisment from the Power Structure

4/ Describe the problems you have in working with other groups:

Who is going to get the credit for the program.

Some groups are sincere and some are not.

Getting them to approve of you

5/ On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community? Not understanding the intelligents of the people.

Not being able to live in their inviroments.

To much lip service

6/ What do you regard as the most important things a good leader should know or be able to do? Make the final dicisions in events

of a mishap take full responsibility .

Keep a stiff upper lip

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community: More training in community orgainzations

Direct action tactics.

Over comming my own shortcommings.

Comments:

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

William McCollum
Signature of Applicant

****

Do not write below this line.

Attendance

Participation

Student Evaluation

Comments

MSS
546 SEDFRE

Santa Barbara C.O.R.E., 1965-1966

Box 22
Folder 5

State Historical Society of Wisconsin

Please Retain Original Order

CONGRESS OF RACIAL EQUALITY
SANTA BARBARA
CORE
P.O. BOX 3973
Santa Barbara, California
(Telephone: 968-6619)

OCT 15 1965

October 12, 1965

Dear Ronnie,

My CORE group in Santa Barbara would very much liketo hear you speak if you are still planning on being on the west coast. We have more or less fallen on evil days and I think it would be a great shot in the arm to have you speak to both the community here and to Santa Barbara CORE.

Can you have someone let us know about when you might be in this area. Apparently S.B. CORE got some letter from National CORE last summer about your speaking tour but we haven't heard anything since. Let us know so we can plan something around you. Is there anything specific you want us todo or provide for you?

It will be fun to see you again. No one has yelled at me for so long, it really seems strange. Inge has been asking for you.

Take care of your ulcer. Say hi to Sharon for me if she's around. As you can see my typing is as terrible as ever.

Freedom,
Nancy
Nancy Gilmore
Corresponding Secretary
Santa Barbara CORE

File

3-4 mo
SEDF trng
leadership
workshops
CORE staffs & com people
[illegible]

6595 Sabado Tarde apt 2
Goleta, California
November 30, 1965

Mr. Ronnie M. Moore
c/o National CORE
38 Park Row
New York, New York

Dear Ronnie:

I would be interested in going back to work for CORE in the south if possible, either next semester or next summer. I know you aren't with the organization anymore but I was still wondering if you would be willing to write me a recommendation for the Task Force and give me permission to list your name as a reference on my application form. I would be very grateful to you for this. Please let me know if it's okay.

How is everything with you, are you going to school yet ? I hope you're enjoying your vacation from the movement and the south.

Freedom,
Nancy
Nancy Gilmore

May 10, 1966

Dear Ronnie:

Thanks for the letter. I would very much like to go back south as soon as I tie things up here as it were. What should I do, write to Richard Haley? Is CORE to have another project like last year?

If you want to solicit funds from my father (Professor Grant Gilmore (c/o University of Chicago Law School) Chicago, Ill.) you'll have to do it yourself although I did put in a word for you. I'm really embarrassed to ask him for the time of day, always having my hand out for something. However, if you will send me some more literature on your project I will try to promote it with some of the people out here. Would they be contributing to such a project for California, specifically? And what's with the program for California-are you or someone else really coming out? We certainly need such a program. Civil rights is in sorry shape in Santa Barbara alone. CORE is really a joke here. The big thing that everyone is talking about these days is Operation Bootstrap in Los Angeles. I've only seen it once and it was still in the works but a lot of people are watching it with great interest. If it really works it will be tremendous. At any rate be sureto let me know if you are in the area within the next few weeks, after all.

There's supposedly a regional convention of CORE in San Jose in a little while. I'm not going and would be surprised if anyone from Santa Barbara did go as the group has not really been viable since around January. The people who ever did any work for it to start with are all working for various other groups, ACLU, and so on. Otherwise everything is pretty quiet out here.

Naturally I'm impressed to see the heights to which you have aspired in New York, with your name on the stationary and not enough time to read your mail. I considered drenching this letter with Arpege and writing it on flowery stationary to make sure you'd actually get it if only after everyone on your staff had read it first, however, discretion prevailed.

Alberta Newman from Bogalusa is here (here being Pasadena, about 100 miles from SB). I spent one weekend with her and her family. I gather that she loathes California and wishes she were back in dear old Bogalusa-where the action is. It certainly isn't in Pasadena.

Your friend Inge is teaching at UC Irvine and madly publishing her thesis which she wrote on CORE asyou may remember. I also heard that she was working with Operation Bootstrap. As far as I know she and Duran (husband) are about to take off for Europe.

Hope to see you sometime, here, or in the east, or in the south, or somewhere along the line. Don't work too hard.

Freedom,

Nancy

6595 Sabado Tarde, 2
Goleta, California

June 8, 1966

Miss Nancy Gilmore
6595 Sabado Tarde, 2
Goleta, California 93107

Dear Nancy:

The destiny of CORE is uncertain. I don't believe that CORE will have a summer program. I don't think that there will be a CORE this in Los Angeles at all.

Would you kindly send the name and address of your father so that I may solicit funds from him directly as you suggested.

CORE is about the same on the west coast, judging from your letter.

New York, or Louisiana, I am still the same Ronnie. I will be in California sometime in August or September or threabout.

As to the summer project, I suggest that you contact Richard Haley at 2209 Dryades Street, New Orleans, Louisiana.

Take care Nancy. Don't work too hard.

Yours for a better America
and a simple society,

[n. d.]

Oct. 31

Dear Ronnie,

We've been meaning to write since about this time in August)....

We don't want to rub in this Berkeley business. I think maybe we're a little too ethnocentric about the place. But the fact is that we do think that Berkeley & San Francisco together make up the greatest place ~~and the~~ in North America, and we find New York depressing. But then some people do like New York, and maybe you do. ...

I thought maybe ~~I~~ you would be encouraged ~~you~~ to write Jacobs that letter if I told you all the people you & Sharon know who are in the Bay Area. It might feel a little more like it could be home then. There's Ed Vickery, 8 Rivoli St., San Francisco. And Bill Brown. And Elijah Turner, 5834 E. 16th, Oakland (he was the fellow from Southern who came to Bogalusa in the spring). And Gene Drent, who you may not know but who graduated from Southern & now is head of Oakland CORE. And Flossie Spiegel, 2614 Dana St., Berkeley. Dan Park may be there; if he is he's probably at 2927 Lorina, Berkeley. Hugh Robbins should be there. Also of course most of the Bay Area people who came to Louisiana in the spring or summer of this last year.

(Also we know a lot of good people who you would get to know.) One in particular we will mention as he is running for Congress next year and ~~probably~~ may well win. Bob Scheer.

If you get bored with school you could do that too. (With young Scheer in Congress and Willie Brown in the state legislature then we could have a good guy take over scene. Sort of.

Enough of that. I'll just give you Jacob's address: 2500 Filbert, San Francisco and Sol Stern's: 377 Green, San Francisco, — just so they're happy! Then I'll shut up.

Except for one more thing, which is that we'll be there over Christmas so that if by any chance you happen to be flying about on CORE business you can reach us through my parents: Seccombe, 26 Carmello, Walnut Creek. phone 934-6083.

Vancouver is a very sedate & conventional town, and also very frustrating politically. We were trying to do some stuff on Vietnam, and we did get a demonstration on the 16th, but we despair (pretty much) of being able to be part of something that has any meaning — either in terms of growth on the part of people involved or in terms of effectiveness on the problems one is organized around. So we've been leading this quiet kind of life — me studying & Benson reading. Very different from Berkeley & Louisiana and we feel the loss, so I expect we won't stay here long.

Benson has this old friend who lives near you and who is very interesting and very nice & very friendly. So maybe you'd feel like looking him up sometime. He's working for the UN now but he used to work for Mobilization for Youth and last summer for some project in Harlem. His name is Martin Kenner, phone SC 46996, address either 174 or 176 (probably the latter) W. 89th.

I should have been in bed awhile ago so I'll cut this off. We'd love to hear from you.

Love to you both,

Meg & Benson

MSS 546 SEDFRE

Somerset County (N.J.) CORE

Box 22
Folder 6

State Historical Society of Wisconsin

Please Retain Original Order

Sommerset County

CORE SCHOLARSHIP, EDUCATION AND DEFENSE FUND
New York 38, New York

WORKSHOP APPLICATION

Name Ronald Copeland Age 32

Address 399 Franklin Blvd. Phone 201 846-5066

Occupation Electronic Resh. Tech.

Name of Organization you Represent Somerset County CORE

399 Franklin Blvd.

Address

Position Chairman

Experience 6 Months

Describe the basic problems in your community as you see them:

Negro apathy, lack of good job oppurtunity, biased power structure

Describe your Civil Rights Activities 2yrs. experince (off + on) political Action, demonstrations, community Action

Describe the problems that you have getting communities to move:

General Apathy, because of the feeling of hopelesness

Describe the problems you have in working with other groups;

Mistrust

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community?

Mistrust, Uncle Toms, fear, and a thoroughly disunited community

What do you regard as the most important things a good leader should know or be able to do? Empathy, the ability to work with all people, and a thorough understand of the communties needs

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community:

Community Org.

Better understanding of CORE's New Direction

Comments:

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Ronald Copeland
Signature of Applicant

****

Do not write below this line.

Attendance

Participation

Student Evaluation

Comments

Sommerset County, N.J.

CORE SCHOLARSHIP, EDUCATION AND DEFENSE FUND
New York 38, New York

WORKSHOP APPLICATION

Name EDWARD M. WHITEURS JR Age 27

Address 62 PHILLIPS ROAD. SOMERSET NJ Phone 545 0408

Occupation DESIGN DRAFTSMAN

Name of Organization you Represent SOMERSET COUNTY CORE

Address 399 FRANKLIN BLVD. SOMERSET, NJ

Position TREASURER

Experience NONE BEFORE THE FORMATION OF OUR CORE CHAPTER 7 MONTHS AGO.

Describe the basic problems in your community as you see them:

THERE IS INADEQUATE HOUSING, ROADS, STREET LIGHTS, POOR JOBS, ALMOST NO COUNSELLING OF NEGRO HIGH SCHOOL STUDENTS, POOR RECREATION FACILITIES, WELFARE PROBLEMS, AND NOT ENOUGH COMMUNITY UNITY YET.

Describe your Civil Rights Activities

CURRENT ACTIVITIES WITH OUR CORE CHAPTER INCLUDE WORKING IN OUR COMMUNITY ACTION COMMITTEE IN AN EFFORT TO ORGANIZE THE BLACK GHETTO OF FRANKLIN TOWNSHIP.

Describe the problems that you have getting communities to move:

TRYING TO OVERCOME APATHY AND FRUSTRATIONS OF THE COMMUNITY AND NUETRALIZING THE OUTSIDE POLITICAL FORCES WHICH HAVE DIVIDED THE COMMUNITY.

Describe the problems you have in working with other groups;

OTHER CIVIL RIGHTS GROUPS AND THOSE GROUPS SYMPATHETIC TO OUR MOVEMENT, ARE RELUCTANT TO GO INTO THE BLACK GHETTO'S. THEY SEEM CONTENT TOWARDS ASSISTING THE MIDDLE CLASS NEGRO.

Somerset
Core Int

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community? TRYING TO GET THE PEOPLE IN A GROUP TO COMMITT THEMSELVES WHOLLY TO THE TASK.

What do you regard as the most important things a good leader should know or be able to do? POINT THE WAY TO THE GIVEN DIRECTION AND THEN DELEGATE THE JOB TO BE DONE. HE MUST BE A DRIVER AND AT THE SAME TIME A HARD WORKER.

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community: THE ABILITY TO COMMUNICATE WITH PEOPLE, ESPECIALLY IN THE BLACK COMMUNITY. THE NEED TO EXTRUDE CONFIDENCE AND TRUST TO OTHERS.

Comments: SOMERSET CORE BEING A NEW CHAPTER HAS A LOT TO LEARN, ESPECIALLY ME.

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Edward M Whitcurs JR
Signature of Applicant

****

Do not write below this line.

Attendance

Participation

Student Evaluation

Comments

Sommerset County, N.J.

FEB 14 1966

CORE SCHOLARSHIP, EDUCATION AND
DEFENSE FUND
New York 38, New York

WORKSHOP APPLICATION

Name Maurice Wood Age 38

Address 341 Franklin Blvd Somerset N.J. Phone Ki 54530

Occupation Inspector Q.C.

Name of Organization you Represent Somerset County CORE

Address

Position Labor Comm. Chr.

Experience None.

Describe the basic problems in your community as you see them: The need for more lights better streets, sewerage, school counseling etc, some unemployment, breaking through the factional struggle of Community leaders, Recreation for children, and the general apathy.

Describe your Civil Rights Activities present activity is with the above mention chapter, in an effort to open up jobs in the County.

Describe the problems that you have getting communities to move:

Over-Coming the several fackion that exist. Identifying with the Community (new chapter with most members living next to Community but in middle Class development) Our approach until recently.

Describe the problems you have in working with other groups;

Have had little or no experience in this. Though my thoughts are, that a given group might wish to go so far on a given project, and no more The recognition of this is important for success in that project as well as future Cooperation.

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone, trying to be a leader of a group in the community? Being known an accepted, not as a do-gooder, but rather someone the community feels is above board and willing to fight, out in front and along with them for the things that are needed.

What do you regard as the most important things a good leader should know or be able to do? [redacted] Being able to work effectively with his or her own group. A good knowledge of the community as well as its leaders.

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community: The need to know more about my Committee function. Working with people. How to recognize and use publicity. Good Leaflet Construction. The benefit of the experience of others

Comments: We are a fairly new chapter, with a lot to learn.

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Maurice Wood
Signature of Applicant

****

Do not write below this line.

Attendance ________________________________

Participation ______________________________

Student Evaluation _________________________

Comments _________________________________

Sommerset
New Jersey

CORE SCHOLARSHIP, EDUCATION AND
DEFENSE FUND
New York 38, New York

WORKSHOP APPLICATION

Name LENNOX S. HINDS Age 36

Address 387 FRANKLIN B'LVD, SOMERSET, N.J. Phone 545-0127

Occupation RESEARCH CHEMIST

Name of Organization you Represent SOMERSET COUNTY CORE

Address 391 FRANKLIN B'LVD, SOMERSET, N.J.

Position COMMUNITY ORGANIZATION CHAIRMAN

Experience

Describe the basic problems in your community as you see them:

COMBATING APATHY IN THE NEGRO COMMUNITY IN THE AREAS OF EDUCATION, EMPLOYMENT AND HOUSING.

Describe your Civil Rights Activities EX-PRESIDENT OF P.L.E.A. (PARENTS LEAGUE FOR EDUCATONAL ADVANCEMENT) MEMBER OF N.A.A.C.P. DID WORK ON DEFACTO SEGREGATION IN FRANKLIN TOWNSHIP SCHOOL SYSTEM.

Describe the problems that you have getting communities to move:

THE MAIN PROBLEM IS ORIGINATING A LONG RANGE PROGRAM THAT IS NOT DEPENDENT ON SPECIFIC LOCAL ISSUES. USUALLY WHEN AN ISSUE DIES, SO DOES THE COMMUNITY INTEREST.

Describe the problems you have in working with other groups;

INABILITY OF OTHER GROUPS TO a) SEE THE URGENCY OF PRESSING PROBLEMS b) RECOGNIZE THE NEED FOR MILITANT DIRECT ACTION.

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community?

a) BEING ABLE TO IDENTIFY THE PROBLEMS WITHIN THE COMMUNITY.

b) BEING ABLE TO BE IDENTIFIED WITH THE COMMUNITY

c) ABILITY TO ARTICULATE VIEWS IN THE LANGUAGE OF THE COMMUNITY

What do you regard as the most important things a good leader should know or be able to do? A GOOD LEADER SHOULD BE ABLE TO ~~GET THE MOST~~ INSTILL CONFIDENCE IN HIS FOLLOWERS AND BE ABLE TO DIRECT PEOPLE IN A LOGICAL SEQUENTIAL FASHION

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community:

① MORE COMMUNITY INVOLVEMENT ON THE GRASS ROOTS LEVEL.

② ATTENDANCE of WORKSHOPS TO SHARE EXPERIENCES WITH FELLOW

~~Comments~~: WORKERS FROM VARIOUS COMMUNITIES

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Signature of Applicant

****

Do not write below this line.

Attendance

Participation

Student Evaluation

Comments

Mss 546 SEDFRE

Southern University CORE, 1967-1968

Box 22
Folder 7

State Historical Society of Wisconsin

Please Retain Original Order

B. Peter Johnson
8675 Scenic Hwy.
Southern University C.O.R.E.
Novenber 21, 1967

RECEIVED
NOV 24 1967
SEDF

Dear Mr. Moore:

Spiver Gorden was in La. for his trial last week. While he was here we had a chance to conduct a sensitivity training program on campus with a group of students. I was very, very impressed with the results. Mr. Gorden sort of filled me in on what your organization is doing throughout the south. I have been organizing students in south La. with very few results up until Spiver enlightened me on the new methods that you people are using. I am very interested in Black college students throughout the south, especially at Southern University.

Therefore I would like to propose some sort of program dealing with sensitivity training for the student groups I am organizing to work in the Black communities in south La. When Spiver returns we are going to go into detail organizing and training the Black students at Southern University and elsewhere for community work.

I am not certain of just what SEDFE can do to help us other than educating us. However, we are experiencing financial difficulties. If it is at all possible for Mr. Rich and yourself to get together, we would appreciate any financial assistance you can give us so that we might be able to continue our operations here.

Please let us hear from you soon. You may reach me at 775-6300 Ext. 279 between the hours of 10 a.m. and 3 p.m.

Respectfully Yours,
B. Peter Johnson

P.S. You skinny S.O.B. I have written you a formal letter, but when you write, please do not use your usual vulgarity. Tell Kenny Johnson we need his undernourished ass in south La. BAD.

January 12, 1968

Mr. B. Peter Johnson
Southern University Congress of Racial Equality
8675 Scenic Highway
Baton Rouge, Louisiana

Dear B:

I sincerely regret this very late reply to your letter of November 21, 1967, but, as you know, Spiver, Hank and I have been working very hard fulfilling a contract with CDGM.

SEDFRE would be very happy to run a weekend of sensitivity training for students at Southern University. We would like very much to get back on the college campuses. However, we are understaffed and this means that we cannot do all the things we would like to do. If you could be more specific, maybe we shall be able to work a few things out. For instance, who are the students? Are they active in community work? How much will a weekend workshop cost? Why do you want to undergo sensitivity training instead of some other type of leadership development? These are minor questions but I would like to find out where you are.

I am sorry that Spiver is badly needed in Louisiana because we need him too. Keep the faith, SEDFRE is still here to help.

Sincerely,

Ronnie M. Moore

RMM:at

P.S. If you niggers at Southern University think SEDFRE is going to spend money helpin' you folks get black, you got another thing comin (smile)!

Mss
546

SEDFRE

Spring field CORE

Box 22
Folder 8

State Historical Society of Wisconsin

Please Retain Original Order

Please: Only 1 Car From Springfield
Thanks Fran

Springfield

CORE SCHOLARSHIP, EDUCATION AND
DEFENSE FUND
New York 38, New York

WORKSHOP APPLICATION

Name Benjamin Swan Age 32

Address 38 Roosevelt Terrace Phone 737-2210
SPRINGFIELD, MASS. 01109

Occupation POSTAL TRANSPORTATION CLERK (USPOD)

Name of Organization you Represent CORE, Spfld, Mass. Chapter

Address 22 Hancock St. Springfield, Mass.

Position Vice - Chairman (I Coordinate Committees)

Experience I've been in the Civil Rights Movement for the last 7 yrs., sometime on a full-time basis; most of this time at a policy-making level.

Describe the basic problems in your community as you see them: In my community the Negro population is 10%-12% of the total of 170,000. Other than the present existance of an excess amount of antagonism on the part of the majority group toward the Civil Rights Organazations, it like most Northern Cities with all the social problems. With the Negro the victim.

Describe your Civil Rights Activities My activities in Civil Rights started in earnest in 1959. first, I worked with NAACP. And when we were hampered by reluctance of NAACP we formed local independent groups for specific problems, finally starting CORE about 3 yrs. ago. I've worked in most of the Committees of the mentioned organizations. published a newsletter for 3 yrs. organized demonstrations, headed the "march on wash." for western Mass. worked in ALA. with SNCC.

Describe the problems that you have getting communities to move: We have a problem in getting the Community to move & because we have yet to complete or do a good job at organizating at the grass-root level. I've gotten some movement on specific issues, but I considered that superficial in term of need.

Describe the problems you have in working with other groups; I would say that I've had better than average luck in working with other groups. The problem is usually one [illegible] which involves a communication factor. Normally I say that if I can speak with them I can work with them.

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community? Time to do the things that must be done. I feel that this person must possess the natural ability to relate to that community or be intelligence enough to learn fast. But even with that ability to relate — he must have the time to do, and not have to spread himself to thin.

What do you regard as the most important things a good leader should know or be able to do? How to respect others.

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community: I feel that I need more training in Community organizing. Specifically in the area of how and when to delegate responsibility.

Comments: I feel that in reality a good leader is one who coordinates well, the elements which he works with.

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Benjamin Swan
Signature of Applicant

****

Do not write below this line.

Attendance ____________________

Participation ____________________

Student Evaluation ____________________

Comments ____________________

Springfield

CORE SCHOLARSHIP, EDUCATION AND DEFENSE FUND
New York 38, New York

WORKSHOP APPLICATION

Name William F. Van Derzee, Jr. Age 24

Address 25 Mapledell St. - Springfield Mass Phone

Occupation Sheet metal worker

Name of Organization you Represent Springfield CORE

Address 22 Hancock St., Spfld.

Position member

Experience Active member for 8 mos.

Describe the basic problems in your community as you see them:

The minority element has great difficulty relating to the majority element and vice versa - communication channels are practically nonexistent.

Describe your Civil Rights Activities Basic attempts at community organization (for the large part unsuccessful); participation in demonstrations, picket lines, fund raising.

Describe the problems that you have getting communities to move:

Facing apathy squarely and coping with it in a realistic manner.

Dealing with problems directly related to the community as opposed to those general problems with which the community cannot easily identify.

Describe the problems you have in working with other groups;

Controlling my temper

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community? Learning to respect these people that you must deal with and understanding their needs.

What do you regard as the most important things a good leader should know or be able to do? Delegate authority; ~~build~~ ~~[illegible]~~ cultivate grass-roots leadership in order to make his own possible replacement; identify

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community: All I can get

Comments:

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

William F. VanDerzyle
Signature of Applicant

****

Do not write below this line.

Attendance

Participation

Student Evaluation

Comments

Mss
546 SEDFRE

Suffolk County C.O.R.E., 1967

Box 22
Folder 9

State Historical Society of Wisconsin

Please Retain Original Order

August 3, 1967

Detective Hank Johnson
Suffolk County Police Headquarters
Hauppauge, New York

Dear Mr. Johnson:

Enclosed please find Film Catalog, heretofore mentioned. I have underlined films we have used and found these to be enjoyable and insightful.

Hope the Film Catalog will prove of service to you.

With a compulsive need to serve.

Hank Smith

HS/ey
encl.

Suffolk County

CORE SCHOLARSHIP, EDUCATION AND DEFENSE FUND
150 Nassau Street
New York 38, New York

WORKSHIP APPLICATION

Name HENRY G. SMITH JR. Age 37
Address 20 MATHALIE AVE. AMITYVILLE, N.Y. Phone DAY-LR-5-2584 NIGHT-643-9821
Occupation AIRCRAFT MECH.
Name of Organization you Represent SUFFOLK COUNTY CORE
Address 1531 STRIGHT PATH - WYANDANCH, L.I., N.Y.
Position CHAIRMAN Experience 15 YRS.

Describe the basic problems in your community as you see them :
ALL - HOUSING; EMPLYMEN; POLICE BRUT; SCHOOLS, ETC.

Describe your Civil Rights Activities SIT-IN, GARBAGE DUMPING, PICKETING, ORGANIZATION.

Describe the problems that you have getting communities to move:
DISTRUST OF ORGANIZATION, LACK OF TRANSPORTATION.

Describe the problems you have in working with other groups:
DISLIKE FOR CORE TYPE ACTION.

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community? ABILITY TO WORK WITH PEOPLE & OTHER GROUPS.

What do you regard as the most important things a good leader should know or be able to do? ABILITY TO WORK WITH PEOPLE & OTHER GROUPS.

Suffolk County

CORE SCHOLARSHIP, EDUCATION AND DEFENSE FUND
150 Nassau Street
New York 38, New York

WORKSHIP APPLICATION

Name IRWIN S. QUINTYNE Age 39
Address 80 WILLIAMS AVE AMITYVILLE Phone
Occupation CUTTER
Name of Organization you Represent SUFFOLK COUNTY CORE
Address 1531 STRAIGHT PATH WYANDANCH, N.Y
Position 2nd VICE CHAIRMAN Experience

Describe the basic problems in your community as you see them: JOBS, EDUCATION, HOUSING, DISCRIMINATION IN ORGANIZATIONS (SUCH AS FIRE DEPT.) MIGRANT WORKERS AND JUST PLAIN EVERY DAY LIVING

Describe your Civil Rights Activities AM ONE OF THE CHARTER MEMBERS IN SUFFOLK COUNTY CORE AND HAVE PARTICIPATED IN EVERY ACTION THIS GROUP HAS BEEN IN. HAVE ALSO HELPED L.I. CORE IN ACTION, WAS IN SPRINGFIELD MASS. LAST YEAR.

Describe the problems that you have getting communities to move: THE USUAL APATHY IN ANY COMMUNITY. I ALSO HAVE A COLUMN IN THE WEEKLY VOICE AND WROTE ABOUT THIS APATHY. COMPARING SPRINGFIELD MASS + MY OWN COMMUNITY

Describe the problems you have in working with other groups: NONE

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community? MY BIGGEST PROBLEM WOULD BE IN GETTING MYSELF TO BELIEVE I CAN DO A GOOD JOB AS A LEADER. WOULD THE GROUP TO A MAN FOLLOW ME AS THEIR LEADER.

What do you regard as the most important things a good leader should know or be able to do? KEEPING HIS ORGANIZATION ORGANIZED. MAKING THEM FUNCTION 100% IN ALL ENDEAVORS. MAKING THEM REALIZE

THAT their Effort'S AS A unified Group MAKES OUR TASKS EASiER. TO MAKE them HAVE TRUST AND Respect FOR EACH other.

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community: To be Able to Speak Affectively in front of AN AUDIENCE - PARTICULARLY A STRANGE AUDIENCE.

Comments: I GET ALONG PRETTY WELL Wherever I GO. IN OR OUT OF MY COMMUNITY. I WOULD Like to be FULLY PREPARED FOR FUTURE POSSIBILITY OF being CHAIRMAN of SUFFOLK COUNTY CORE

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Irwin S. Quintyne
Signature of Applicant

****

Do not write below this line.

Attendance

Participation

Student Evaluation

Comments

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Name La Lee Bell Age 30

Address 296 Fulton Street Phone 643-6454

Occupation Switchboard Operator, Receptionist

Name of Organization you Represent Suffolk C.O.R.E.

Address 1351a Straight Path - Wyandanch N.Y.

Position Secretary - Treasurer

Experience

Describe the basic problems in your community as you see them: It is impossible to describe the basics, there are so many, transportation Recreation, low income housing.

Describe your Civil Rights Activities

Describe the problems that you have getting communities to move:

Describe the problems you have in working with other groups:

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community?

In my experiences of community group leaders the leaders seem to be glory seekers, not able to accept community ideas but injecting dogmatically their own.

What do you regard as the most important things a good leader should know or be able to do?

A good leader should be able to relate with people

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community?

Sensitive training, Community action, Any type of training

Comments:

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Loree Bell
Signature of Applicant

****

Do not write below this line.

Attendance

Participation

Student Evaluation

Comments

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Name La Lee Bell Age 30

Address 296 Fulton Street Phone 643-6454

Occupation Switchboard Operator, Receptionist

Name of Organization you Represent Suffolk C.O.R.E.

Address 1351 A Straight Path - Wyandanch N.Y.

Position Secretary - Treasurer

Experience

Describe the basic problems in your community as you see them: It is impossible to describe the basics, there are so many. transportation Recreation, low income housing.

Describe your Civil Rights Activities

Describe the problems that you have getting communities to move:

Describe the problems you have in working with other groups:

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Name Sylvia Martin Age

Address 180 Cardinal Lane Islip N.Y. Phone

Occupation R.N. Teacher.

Name of Organization you Represent Suffolk County CORE

Address 1351A Straight Path - Wyandanch N.Y.

Position Co-Chrm Health + Welfare - Ex Board member

Experience Pres. Delta Pi

Describe the basic problems in your community as you see them: Apathy - non recognition of a problem

Describe your Civil Rights Activities very active in CORE N.Y. City + Suffolk Co.

Describe the problems that you have getting communities to move: developing leadership within the group.

Describe the problems you have in working with other groups:

verbalizing my true feelings.

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community? Dictator or Self Centered.

What do you regard as the most important things a good leader should know or be able to do? A good leader should know himself, understand group dynamics and be tuned into the motivation of others.

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community? I plan to return to school and major in Human Relations

Comments:

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Sylvia Martin
Signature of Applicant

****

Do not write below this line.

Attendance

Participation

Student Evaluation

Comments

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Name Eunice Smith Age

Address 20 Nathalie Ave, Amityville Phone

Occupation Office (Retail)

Name of Organization you Represent Suffolk Cty. CORE

Address 1531 Straight Path, Wyandanch, NY

Position Corresp. Sec'y

Experience

Describe the basic problems in your community as you see them:

Describe your Civil Rights Activities Community action participator, Picketing

Describe the problems that you have getting communities to move: Just does not seem to be interested

Describe the problems you have in working with other groups: no great problem in our ~~Comp~~ Community

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community?

getting to know the people and to get from them exactly what it is the community really wants

What do you regard as the most important things a good leader should know or be able to do?

relate to his group and community at all levels

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community?

More training session, ~~both~~ both T group training and leadership Community training

Comments:

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Eunice Smith
Signature of Applicant

****

Do not write below this line.

Attendance

Participation

Student Evaluation

Comments

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Name Henry G. Smith Jr Age 38

Address 20 Nathalie Ave, Amityville, L.I., N.Y. Phone 516 643-9821

Occupation

Name of Organization you Represent Suffolk County CORE

Address 1531 Straight Path Wyandanch, L.I., N.Y.

Position Chairman

Experience

Describe the basic problems in your community as you see them:

Describe your Civil Rights Activities

Describe the problems that you have getting communities to move:

Describe the problems you have in working with other groups:

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Name Franklin D. Spencer Age

Address 124 Penn. Ave. Bayshore Phone 666 5442

Occupation

Name of Organization you Represent Suffolk Co. Core

Address Wyandanch L.I. N.Y.

Position Education Committee

Experience

Describe the basic problems in your community as you see them:

Describe your Civil Rights Activities

Describe the problems that you have getting communities to move:

Describe the problems you have in working with other groups:

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community?

What do you regard as the most important things a good leader should know or be able to do? Know himself

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community?

Comments:

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Franklin D. Spencer
Signature of Applicant

****

Do not write below this line.

Attendance

Participation

Student Evaluation

Comments

WORKSHOP EVALUATION

NAME La Ree Bell

ADDRESS 296 Fulton Street

CITY North Babylon STATE New York

(1) WHAT DID YOU LIKE BEST? I liked best the + Group sessions, and the insight received of myself and the potential I have to work with and in my community group.

(2) WHAT DID YOU LIKE LEAST? That there was not enough time.

(3) IF SEDFRE WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU YOU SUGGEST TO IMPROVE IT? I would only suggest more time if possible and subjecting more people to this type of agenda.

COMMENTS: I would like to thank S.E.DFRE. and our chapter chairman of Suffolk C.O.R.E. Hank Smith for bringing this communicative program and involvement to our County. I do hope we can have more, I found many people here that I thought I knew and disliked and perhaps our programs were not able to move forward because of a mutual feeling of dislike and distrust are now understood and perhaps we can now work together because of this weekend.

Can we please have more.

WORKSHOP EVALUATION

NAME Dennis Mason

ADDRESS 69 Jefferson Avenue
Amityville

CITY Amityville STATE New York

(1) WHAT DID YOU LIKE BEST?

the genuine concern and sensitivity of all staff or trainers

(2) WHAT DID YOU LIKE LEAST? The fact that some leaders and resource persons were not able to attend all sessions and provide the necessary ties to what had gone before in terms of prior action and relations. Maximum interpretation and continuity was thereby lost.

(3) IF SEDFRE WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU YOU SUGGEST TO IMPROVE IT?

See Comment above

COMMENTS:

WORKSHOP EVALUATION

NAME Helen Lipowski

ADDRESS 39 Pine Street
Carleton Park

CITY Central Islip STATE NY

(1) WHAT DID YOU LIKE BEST? Face to face communication. and the ability for each of us to be rid of Anxieties, which may or may not have been easy to do. Then I can feel a warmer closer tie to the other persons problem.

(2) WHAT DID YOU LIKE LEAST? Constant asking what do you feel? Then when someone in all their sincerity tries to come over, "Bullshit." In doing so not allowing them to feel noth thing other than anger, unless this was what you were looking for in them, as a means to an end.

(3) IF SEDFRE WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU YOU SUGGEST TO IMPROVE IT? Its too soon to realize the complete affect it had on me, to be so sure that there needs to be a change.

COMMENTS: From the expierence I gained, I can in truth say that I am now going to try to apply the fruitful things that have been afforded me. to my every day work.

Everyone does have their own personall misery. To be able for them to see themselves, as others see them, is fabulous.

WORKSHOP EVALUATION

NAME Mel Jackson

ADDRESS 76 Wellington St.

CITY Hempstead STATE N.Y.

(1) WHAT DID YOU LIKE BEST?

(2) WHAT DID YOU LIKE LEAST?

(3) IF SEDFRE WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU YOU SUGGEST TO IMPROVE IT?

BEEF-UP THE INTRODUCTION TO
T-GROUPING AND CLEARLY STATE THE
PRINCIPLES & OBJECTIVES OF T-GROUP SESSIONS
— AND STATE THE LIMITATIONS & PIT-FALLS OF
T GROUP SESSIONS BEFORE T GROUPS ARE
FORMED.

COMMENTS:

WORKSHOP EVALUATION

NAME Edith Carey

ADDRESS 315 Second St.

CITY Greenport. L.I. STATE N.Y. 11944

(1) WHAT DID YOU LIKE BEST? The T. grouping and the discussion groups.

(2) WHAT DID YOU LIKE LEAST?

(3) IF SEDFRE WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU YOU SUGGEST TO IMPROVE IT?______________________

COMMENTS: ______________________

WORKSHOP EVALUATION

NAME Eunice Smith

ADDRESS 20 Nathalie Ave
Amityville, NY

CITY ______ STATE ______

(1) WHAT DID YOU LIKE BEST? T Group Training

Discussion on Community Action

(2) WHAT DID YOU LIKE LEAST? ______

(3) IF SEDFRE WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU YOU SUGGEST TO IMPROVE IT? Having more time

COMMENTS: I enjoyed the week-end very much I gained very much. Would have like to have more time

WORKSHOP EVALUATION

NAME Ruth Schwartz

ADDRESS 192 Gardner Ave
Jericho, N.Y.

CITY

STATE

(1) WHAT DID YOU LIKE BEST?

excellent group discussion - Unfor-
tunately had to leave before
close of Sun. session -

(2) WHAT DID YOU LIKE LEAST?

scheduling unrealistic - distance
- really bad -

(3) IF SEDFRE WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU

YOU SUGGEST TO IMPROVE IT?

more central location
like Greek Orthodox
Monastery in Lattingtown N.Y —
(Nassau County)
~~wo~~

COMMENTS:

would cut down travel
time.

Practice session with
different people leading —

WORKSHOP EVALUATION

NAME Mrs. Lunetta L. Miller

ADDRESS 17 Lincoln Avenue Apt. #1

CITY Rockville Centre STATE New York

(1) WHAT DID YOU LIKE BEST? T Group: Face to Face Communication And Fundamental Interpersonal Relations return.

(2) WHAT DID YOU LIKE LEAST? There was no least I liked all of it.

(3) IF SEDFRE WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU YOU SUGGEST TO IMPROVE IT? A mare definate leadership pattern, how to attack and cope with problems A,B,C. and walk away from each problem feeling like a champion.

COMMENTS: This type of meeting is a necessity; it helps the people or may I say me to find my way.

NAME: Irwin Quintyne

ADDRESS: 80 Williams Ave Amityville, N.Y.

CITY: STATE:

ORGANIZATION: Suffolk County Core

LIST THE ACTIVITIES OF YOUR PROJECT: Are you kidding? You name it, Were in it -

CLASSIFY THE FOLLOWING SUBJECTS ON BASIS OF YOUR INTEREST - PLEASE USE NUMBERS 1-2-3, etc., TO INDICATE PRIORITY.

	LABOR UNIONS	1	EMPLOYMENT
	WELFARE	2	PROVERTY PROGRAMS
	HEALTH		HOUSING
4	EDUCATION	3	OTHER

COMMENTS: the #3 topic I would like discussed is about the rising of Group's opposed to civil rights gains - tap, pat, sponge, tactic etc -

I WOULD LIKE TO KNOW MORE ABOUT: being effective about these Group's + how to bring them into the Area of bigotry where they belong - Quintyne

SUFFOLK COUNTY WORKSHOP - November 11-13, 1966
Participants

Dr. Preston Wilcox
Columbia University School of *
 Social Work
2 E. 91 Street
New York

Mr. Chris Sprowal 709 8th ave
RWDSU Local 1199 (Ju-2 1890

Mrs. Mavis Ueberall
Suffolk County CORE
169 So. Windsor
Brightwater, Long Island

Mrs. Delores Quintyne
Suffolk County CORE *

Mr. Erwin Quintyne
Suffolk County CORE *

Mr. Dennis Mason
Migrant Section
Suffolk County Health Department
Suffolk County Center*
Riverhead, Long Island

Eddie Ayala
3 Garden City Avenue
Wyandanch, New York
Long Island Black Panther*

Laree Bell
296 Fulton
North Babylon, L.I.
Suffolk County CORE*

Charles Brown
78 No. 34th St.
Wyandanch, Long Island
Long Island Black Panther*

Shirley Brown
27 Jefferson Place
Hempstead, New York
Long Island CORE*

Nathan Bullard
27 Levey Blvd.
Wyandanch, New York

John Burke
797 8th Avenue
New York, New York
Local #144*

Edith Gary
315 Second St.
Greenport, L.I.
Suffolk County OEO
 Neighborhood Aid*

Lenett Christian
5 Agate Court
Brooklyn, New York
Suffolk County CORE*

Willie Collier
1684 Straight Path
Wyandanch, New York

Lamar Cox
7 Marvin Avenue
Hempstead, New York
Long Island CORE

Mrs. Agnes Dozier
66 Powell Street
Southhampton, L.I.
Suffolk County OEO
 Neighborhood Aid*

Randolph Gainey
162 Lake Drive
Wyandanch, New York
Long Island Black Panther

Edwin Beyer
57 Old Town Road
Southhampton, Long Island
Suffolk County OEO
 Neighborhood Aid*

Willie Gormon
3 Garden City Avenue
Wyandanch, New York

Elmer Hamilton
319 Ralph Avenue
Brooklyn, New York

Earl Haye
Lincoln Street
Sag Harbor, Long Island
Suffolk County OEO Neighborhood Aid*

Jean Johnson
24 Border Lane
Levittown, New York
Long Island CORE*

Melvin Jackson
76 Wellington
Hempstead, New York
Long Island CORE (Chairman)*

James Mackary
48 State Avenue
Wyandanch, New York
Long Island Black Panther*

Sylvia Martin
80 Cardinal Lane
Islip Terrace, Long Island
Suffolk County CORE*

George Mapp
146 Bristle Street
Brooklyn, New York

Carlos Marchand
133 Merrill Street
Brentwood, Long Island, New York
Voter's Club of Long Island*

Luenetta Miller
17 Lincoln Avenue
Rockville Center, N.Y.
Nassau County OEO (Neighborhood Aid)*

Teddy Morgan
8 Louis Street
Wyandanch, New York
Long Island Black Panther*

Gwynn Nichols
309 Lafayette Avenue
Brooklyn, New York

Pleze Peterson
9 Louis Street
Wyandanch, Long Island
Long Island Black Panther*

Joseph Randall
7 Marvin Avenue
Hempstead, N.Y.
Long Island CORE*

Court Robinson
26 William Street
Rockville Centre, New York
Long Island CORE*

Ruth Schwartz
192 Gardner Avenue
Jericho, New York
Long Island CORE*

Dr. Alonzo Shockly
290 Fulton Street
North Babylon, L.I.
North Babylon Community*

Eunice Smith
20 Natalie Avenue
Amityville, L. I.
Suffolk County CORE*

Henry G. Smith, Jr.
20 Natalie Ave.
Amityville, N.Y.
Suffolk County CORE

Rev. Herman P. Stone
Suffolk County Council of Churches *
6 East Main Street
Riverhead, Long Island
Migrant Chaplin

John Whigham
,549 1549 Straight Path
Wyandanch, N.Y.
Long Island Black Panther*

Pearl Brooks
Centre Street
Greenport, Long Island

Mr. & Mrs. George Hiltner
Van Brinut
South Hampton, Long Island

Jimmy Swan
935 School House Road
Senterach, Long Island
Suffolk County OEO *

Mrs. Minnie Walker
Sunburst Road
South Hampton
Suffolk County OEO

Janet Litwak
368 E. 149th Street
Bronx, N.Y.
South Bronx Community Progress Center*

Lawrence Warner
368 E. 149th St.
Bronx, N.Y.
South Bronx Community Progress Center*

Francisco Macardo
368 E. 149th St.
South Bronx Community Progress Center*

Mr. Ralph Watkins
2 Clyde Place
Kings Park, Long Island, N.Y. 11754
Suffolk County Human Relations Commission*

Mrs. ~~Ralph~~ Watkins
2 Clyde Place
Kings Park, L.I,
Suffolk County CORE*

Richard Jefferson
43 Maple Drive
Amityville, Long Island

Mrs. Shirley Lacey
c/o SEDFRE 150 Nassau St. N.Y.

Leon Walls
14 Brefui Street
Amityville, Long Island

John Mitchell
31 Jackson Street
Farmingdale, Long Island

Dolly Robinson
#3 Agate Court
Brooklyn, New York
Local 144

Jerome Greenritte
37 Parkway Blvd.
Wyandanch, L. I.

Walter Brooks
44 N. Sheffield
New Haven, Connecticut

Donald Tucker
220 South Street
Newark, New Jersey

Fran Crayton
Herb Callendar
368 E. 149th St.
Bronx, New York

Dr. Willimm Gellerman
Cornell University
7 E. 43rd Street
New York, New York

Carol Beatty
73 Parkway Drive West
East Orange, New Jersey

Helen Abernathy
c/o SEDFRE 150 Nassau St. N.Y.

Charlaine Shelto
c/o SEDFRE 150 Nassau St. N.Y.

Mr. Ronnie Moore
c/o SEDFRE 150 Nassau St. N.Y.

MSS
546

SEDFRE

Sumter Civic League + C.O.R.E
(Sumter, S.C.), 1966-1967

Box 22
Folder 10

State Historical Society of Wisconsin

Please Retain Original Order

LAW OFFICES
FINNEY AND GRAY
16½ WEST LIBERTY STREET
SUMTER, S. C. 29151

ERNEST A. FINNEY, JR.
RUBEN L. GRAY

P. O. BOX 836
TELE. 775-1737

August 26, 1966

Scholarship, Education and Defense
Fund for Racial Equality, Inc.
150 Nassau Street
New York, New York 10038

Dear Sir:

Enclosed you will please find a copy of the Information Report on Social Action Organizations.

Yours very truly,

Ernest A. Finney, Jr.

Ernest A. Finney, Jr.

EAF Jr:jvl

Enc.

Scholarship, Education and Defense
Fund for Racial Equality, Inc.
150 Nassau Street
New York, New York 10038
212 - 964-8210

Date August 26, 1966

INFORMATION REPORT ON SOCIAL ACTION ORGANIZATIONS

Name Sumter Civic League

Address 16½ West Liberty Street

City Sumter State S. C. Zip Code 29151

Phone 775-1737

OFFICERS	Name	Address	Phone
President	Ernest A. Finney, Jr.	311 W. Oakland Ave.	773-9738
Vice-President	William S. Randolph	219 S. Washington Street	773-3429
Secretary	Mattie Mae Hill	Rte. 1, Box 242, Dalzell	494-5832
Treasurer	Albert Pressley	Rte. 4, Sumter, S. C.	469-3397
Other			

Community Activities of the group: Citizenship Education and Voter Registration concerned with the Annexation Housing, Employment and Welfare.

Community problems as seen by the group: Lack of full participation by all segments of the population in the decision making functions of Government. We feel that this is directly attributable to a lack of understanding the significance of the voting process particularly in the Negro community.

FIVE MOST ACTIVE MEMBERS OF THE GROUP

Name	Address	Phone
1 Ernest A. Finney, Jr.	311 W. Oakland Avenue, Sumter, S. C.	773-9738
2 William S. Randolph	219 S. Washington Street, Sumter, S. C	773-3429
3 Mattie Mae Hill	Rte. 1, Box 242, Dalzell, S. C.	494-5832
4 Albert Pressley	Rte. 4, Sumter, S. C.	469-3397
5 James T. McCain	317 W. Bartlette St. Sumter, S. C.	773-2353

Training needs of the group: Citizenship Education School

Comments:____

Do not write in this space

Reply____________________

Workshop____________________

Comments:____________________

____

SEDF REPRESENTATIVE

MISC

316 Manning Avenue
Sumter, South Carolina 29150
June 13, 1966

Mr. Ronnie M. Moore
Director, Leadership Development
150 Nassau Street
New York City, N.Y.

Dear Sir,

I am affiliated with Sumter Core Chapter and have been a member, and supported Core every since they were in the State of South Carolina. I am one of the first charted members in Core.

I am writing you for information relative to Core Scholarship, Education and Defense Fund. Please inform me as to what steps to take in getting this fund. I have two children in college but, I am only asking help for one. I am a retired worker and my budget is not enough to support two children in college.

Thanking You in Advance and
Awaiting Your Reply

Yours truly
Alfred Glover

Alfred. Glover

June 20, 1966

Mr. Alfred Glover
316 Manning Avenue
Sumter, South Carolina 29150

Dear Mr. Glover:

I am enclosing a scholarship application form. Instructions are self-explanatory. As soon as we receive the application form from you, I shall present it before the Scholarship Committee.

I shall do everything in my power to see that your child get the scholarship. However, I would like to point out that there are many students applying for scholarships. Recipients are accepted on the basis of their participation in the civil rights struggle, leadership potential,and needs. I shall do my best.

Please get the application in quickly.

Sincerely,

Ronnie M. Moore
Leadership Development Director

RMM:rh
enc.

Core Chapter of Sumter
(THE CONGRESS OF RACIAL EQUALITY)
710 Manning Avenue
SUMTER, SOUTH CAROLINA

The Rev. W. T. Lewis, President *J. Phillip Rembert, Vice President*

Office Phone:— 773-9533 -- 775-3532

March 29, 1967

Mr. Ronnie M. Moore
Leadership Training Director
Scholarship Education and Defense Fund
for Racial Equality, Inc.
150 Nassau Street
New York, New York 10030

Dear Mr. Moore:

Greetings in the name of community service. At a 1966 December workshop meeting in Frogmore, S.C., you and I discussed the idea of your coming to Sumter to speak at my church's "Human Rights Day" morning service. You were informed by me that I would not be able to pay you for the occasion, but you stated that perhaps you could arrange to come anyway. If the date I have tentatively scheduled for "Human Rights Day" is not convenient to your schedule, I will gladly reschedule it to your convenience.

I have scheduled the fourth Sunday in April (April 23, 1967), 11:00 a.m., as "Human Rights Day" at Union Station A.M.E. Church. If you can come and speak for us on this date and occasion, I shall be most grateful. There are two things we will be doing on this occasion -- having our Church Social Action Committee in the vestibule of the church selling CORE membership cards for Sumter CORE Chapter and having it list the number of registered voters in the church.

Perhaps you have heard of our (Sumter CORE Chapter's) activities here. We have been working very actively for the past year in the areas of equal job opportunities, welfare aid, and urban renewal. The job has not been completed, but we are still working. A Frank B. Robinson CORE Youth Chapter of Sumter is being organized as a memorial to our late friend and founder of the Sumter Chapter. If you decide to come to us, I will send you a detailed report of our activities. Please let me hear from you soon.

Your immediate response to this letter will be greatly appreciated.

Yours for a better community,

Woodrow T. Lewis

Woodrow T. Lewis, President
Sumter CORE Chapter

April 12, 1967
Air Mail, Special Delivery

The Reverend Woodrow T. Lewis
President, Sumter Chapter of CORE
710 Manning Avenue
Sumter, South Carolina

Dear Mr. Lewis:

I received your letter of March 29. I was very happy to hear from you; please forgive my tardiness in responding to your warm invitation to speak at your church on April 23, which is your annual Human Rights Day.

I sincerely regret that, due to a heavy workload and previous commitments, I cannot accept your invitation, especially for that day. However, I am planning to fly south within the next month or so but the final plans are still up in the air. As soon as I am more definite, I will let you know and perhaps we can arrange another date for me to speak at your church.

I am delighted that an attempt is being made to organize a CORE chapter in memory of Frank B. Robinson. There is no doubt that the death of Frank was a great loss to the people in South Carolina and persons in the movement throughout the country.

Please keep in touch; as you know, I am always willing to help whenever possible but you also know, I'm sure, how things are. Many thanks.

Sincerely,

Ronnie M. Moore
Director, Leadership Training

RMM:at

Mss 546 SEDFRE

Syracuse C.O.R.E., 1966-1967

Box 22
Folder 11

State Historical Society of Wisconsin

Please Retain Original Order

[ca. Oct. 11, 1966]

Write Sue Rice

Hank - Re: training

What size group do you want to work with? There are several groups needing very basic stuff - i.e., they are not really functional (Utica) or are trying to restructure (Binghamton) + therefore have new inexperienced people. Rochester is an established chap. (or was) but has been too much out of touch recently (+ has new-ish chr.). Albany has no chap.; I can pull together a nucleus from Albany ~~willing to start~~ interested in starting one I think - if you're interested in providing that kind of training. (Also of course more special interest groups - welf. parents, etc. - I'm less interested in including these)

Question of what organizations we're interested in training: there is a Black Power organiz. in Syr. which needs leadership training - also a community group in Glens Falls which is much less sophisticated (if that's the appropriate phrase - re: BP, etc.) but which is another possibility for inclusion.

Can Ronnie get out preliminary background info. on training sessions early - or do I need to do this?

October 11, 1966

Miss Susan Rice
1034 Madison Street
Syracuse, New York

Dear Sue:

Hank Smith has just passed on to me a memorandum which you drafted concerning the need for training in your area. I will not deal with the questions raised at this time. However, I will generally mention a few things.

1) SEDFRE is interested in conducting a workshop in the northern part of New York. The workshop will be a specialized one in nature. It will deal with the immediate problems facing the community activists in your area. The number of participants should not exceed 60.

2) The date of such a workshop should be discussed.

3) We will need some black people to help organize the workshop and they should be involved in the initial planning of the training endeavor.

4) We cannot do training just for CORE people. The training must be for all community groups and, therefore, all segments of the community should be involved in the preliminary stage of the program.

I would like to work with you, CORE, and as many other persons and groups as possible. Hank Smith and I would like

Cont'd...

to visit with you and other interested parties in your area within the next few weeks. Can you suggest a time when this visit could be arranged? I sincerely hope that we will be able to work together so that the program can get off the ground.

Many thanks,

Sincerely,

RONNIE M. MOORE
Leadership Development Director

RMM/cs

Syracuse

January 27, 1967

Miss Sue Rice
1034 Madison Street
Syracuse, New York

Dear Sue:

We have confirmed Deer Hills Conference Center in Wappinger Falls, New York for the weekends of February 24-26th and April 14-16th for our Community Action Workshops. Please forward to this office, at your earliest convenience, the list of names we talked about over the telephone.

Thanks a million for your support and the sooner those names come in, the sooner we can get the ball rolling. Ronnie and I will be up to see you before the session (we hope).

Yours for freedom and dignity,

HS/rwb

Hank Smith

Out. Lew List.

January 31, 1967

Dear Hank --

Enclosed you will find a list of Syracuse people interested in the Community Action Workshops; not all are certain at this point of being able to attend. If there are changes, I'll keep you posted. I never got clear with you just how many Syracuse people you wanted to include. If you can handle more, let me know and I'll send you more names.

I spoke last night (finally) to Fred Allen, new chairman of Utica CORE. Being new, he was uninformed about both CORE conferences and SEDF sessions. I think that he now is straight about which is which, and has a smattering of information about both. I asked him to send or phone you his list of Utica names directly, in the interests of saving time. His address is 122 Riverside Drive, Utica, N.Y. (phone 735-7031).

Charlie Goldsmith, now Syracuse CORE chairman, said that he would like to be free to attend some of the Workshops, but does not want to use up a space which might be used by somebody new.

I'm sorry the list took so long -- I wanted to be sure it was checked with Charlie and a couple of other people before I sent it.

Keep in touch -- I hope I'll see you at the Regional Conference this weekend.

Sue

Mrs. Ida Calcutta, 316 Hudson Street, Syracuse, N.Y.

Mr. Hodges Sneed, 105 Stewart Court, Syracuse, N.Y. 13202

Mr. Benny Lee Terry, 213½ E. Castle Street, Syracuse, N.Y.

Mrs. Gloria Mims, 130 Stewart Court, Syracuse, N.Y. 13202

Miss Dorothy Peterson,
(I'll have to get her address -- meanwhile, you can send her mail c/o S. Rice, 1034 Madison St., Syracuse, N.Y. 13210)

Mr. Frank Britton, 118 Weiser Court, Syracuse, N.Y. 13202

Mr. Ebenezar Stephens, 255 Hudson Street, Syracuse, N.Y.

Mrs. Millicent Collins, 121 Palmer Ave., Syracuse, N.Y.

Mr. Tim Cotton, 107 Dablon Court, Syracuse, N.Y. 13202

Mr. Jackie Williams, 1513 E. Genesee St., Syracuse, N.Y. 13210

Mr. Ben Tarver, 115 Fountain Street, Syracuse, N.Y.

Charlie Goldsmith 122 Riverside Dr. Utica 735 7031

C ERVICE
This message unless its deferred character is indicated by the proper symbol.

WESTERN UNION

TELEGRAM

W. P. MARSHALL
CHAIRMAN OF THE BOARD

R. W. McFALL
PRESIDENT

SYMBOLS
DL = Day Letter
NL = Night Letter
LT = International Letter Telegram

1967 FEB 8 AM 55

The filing time shown in the date line on domestic telegrams is LOCAL TIME at point of origin. Time of receipt is LOCAL TIME at point of destination

ND053 (51)(02)SYC029
SY LLB015 NL HD 3 EXTRA SYRACUSE NY 7
HANK SMITH, SCHOLARSHIP EDUCATION AND DEFENSE FUNDS FOR RACIAL EQUALITY
150 NASSAU ST NYK

HAVING PROBELMS ON TRAINING SESSION PEOPLE DUE TO CHANGE IN SELECTION PROCESS FOR CRUCIAL FEB 24TH BATCH. I SOUGHT YOU IN VAIN SATURDAY NIGHT AND CANNOT FIND YOU BY PHONE I NEED YOUR ADVICE IMMEDIATELY. PLEASE CALL ME AFTER 7 WEDNESDAY EVENING

SUE RICE 1034 MADISON ST.

SF1201(R2-65)

February 20, 1967

Dear Hank --

Many thanks for the OEO memorandum. Informed is so much more comfortable a condition than uninformed, I find.

The list of names I phoned to Shirley Lacey (she was apparently betwixt offices -- I left word for her) includes three more Albany Brothers and (hurray!) two names from Binghamton CORE -- one a member and one an associate members of the chapter.

The Albany names are Sam Laneir, 780 Broadway (nq phone); Freeman Robinson, 152 Second St. (HO 2-1858) and James Lacey, 65 Catherine St. (HE 4-1904 his mother's phone). You already have Samuel McDowell, 20 Wilson St. (465-4293).

Clarence Newton, president (I think that's his title) of the Brothers, asked whether it would be possible for a couple of other people from Albany to come to W. Falls during the weekend, to have a look at what is going on. Gordon Van Ness and Earl Thorpe (the latter of Grand Community Organization in Albany) would like to drop by and have a look around. At least ~~xx~~ one of them would be interested in sticking around, i.e. being a participant, but cannot arrive until Saturday afternoon. I said that I would check with you, to find out whether having drop-ins would be disruptive. Please advise.

The Brothers' program includes organizing throughout the community, so the fact that the Albany participants are all from one organization does not restrict the workshops to that group. I discussed this specifically with Mr. Newton and Mr. McDowell -- the Brothers are enthusiastically willing to run workshops for a variety of community groups, organized and otherwise.

Mr. McDowell is Historian for the Brothers, and is most interested in having contact with resource people in the field of Negro History.

Leon Van Dyke, another member of the Brothers, is in New York today, looking for legal assistance. As I told you, the Brothers ran the "Don't Sell Your Soul for $5" campaign last November. Their attempts to push for Grand Jury action against the O'Connell machine for vote buying has led them into a situation of no immunity. In other words, they will be prosecuted by the Grand Jury for vote selling (a misdemeanor). (This is the over-all picture, I gather -- last night, though, Mr. Van Dyke said that one of their members had been offered immunity. Since they don't want to discuss the situation via tapped phone, I'm a bit hazy). They asked what legal help I knew about, and I suggested that SEDF might be able to provide advice, if not representation. I left word for Shirley, asking that she relay the information that Mr. Van Dyke might turn up at the SEDF office to whoever seemed appropriate.

As you may gather, I have been in nearly daily contact with the Brothers -- I hope they are as vital a group as they sound, (which is very). And I hope they are a strong lot, for they've certainly tackled the Machine head-on. The issue there (vote buying) is surely of significance beyond the boundaries of Albany. I gather that other groups are organizing in the Albany area on a tri-city basis, to avoid direct repercussions from the Machine.

Back to Binghamton: the two names are Ted Lewis, 444 Court St. (RA 3-4987) and Victor Pickett, 175 Washington St., Apt. 3 (phone unknown).

Mr. Lewis has been in and around the CORE chapter, and has apparently decided of late that it is time for him to do some leading, so the community can get somewhere. He is in construction, and is currently the Housing chairman for the chapter. He was very concerned to recruit a second person who would make the commitment to work, both at the sessions and in the community -- "Freeloaders are a dime a dozen". Mr. Pickett meets his requirements for commitment.

My phone bills are pretty terrific -- I will bring to W. Falls an account of the direness of my financial distress, and will hold you to your offer to shake loose some SEDF telephone reimbursement. (Although I should also add that the participants from Albany & Binghamton have shown evidence of good faith by paying for _some_ of the phone calls themselves. Thus I would conclude that they are pretty much interested -- they even called back when they said they would!)

Cheers + Thanks

Sue

My meeting schedule is _very_ this week - but if you need to reach me, you can call late (12ish or after) - I'll be home Wed. during the afternoon, + I don't think I have any meetings Wed. nite

S.

[1967]

May 3 -- 2 A.M.

Dear Hank --

Here are the notes from the working session Saturday. The fingers being weary, the eyes bleary, and the mind nowhere, I can say very little in favor of the typing. However, I hope you will know what was intended.

I spoke to a couple of the Brothers tonight, and it looks to me as though the second session (Political) will be held in Albany. They will discuss the matter at their meeting tonight (Wednesday -- it is already tomorrow) and will call me after the meeting.

Hurray for The Brothers -- there is nothing they won't take on, and there seems to be damned little they haven't already tangled with. They are up to their ears at the moment on police brutality and hiring policies of Shafer Beer, and fifty or a hundred other matters.

I have calls in for the lads from Rochester, but have heard not a thing from them since we discussed the situation there. I would not be too unhappy if we decided that the lack of contact (they are tied up in the union and the Kodak thing) and the geography of upstate N.Y. made it wiser to cut the area down to Utica, Binghamton, Albany, Syracuse. (There is also a group in Glens Falls that we might pull in for community training workshops. That is closer to Albany, at least.)

The notes from Saturday are long, I realize. Typically, I was not able to decide what to leave out, so I didn't. (Actually, what I would have left out for your purposes I thought I should leave in for Freeman's, etc. -- so, anyway, it is a long and rambling account of the earnest efforts of the upstate N.Y. lot.)

I'll let you know where we stand on dates as soon as I check with Utica and Albany -- keep in the back of your head (or the front) that we will need resource people on Politics in early June. Can we have Ronnie? What dates is he free (please). If he is hopelessly tied up, let us know about other resource types on the subject.

Sue

COVERING NOTE

Community workshops -- Albany, Utica, Syracuse, (Binghamton, Rochester)

Notes from work session April 29, 1967 -- "Trainer Trainees" present:
Freeman Robinson, Fred Allen, Gloria Mims, Artis Lee, Bob Mason, Bill Oates, Sue Rice

The general aim of the proposed community workshops is to equip people with tools which they can use fairly directly to determine or affect the situations in which they find themselves and in which they are interested.

The workshops are seen as having more than one training aspect. These include provision of information on the structure of power in a certain problem area, and how it can be affected or manipulated in the interests of the group from which the trainees will be selected. The sessions will also provide training in the procedures and processes of the groups which will be engaged in affecting the structure: the methods by which a group can be helped to come to a decision, etc.; parliamentary and other procedures which can be used to enable the group to act in its own behalf. (In other words, it is intended that the sessions should provide trainees with tools for external work, against the power structure, and also for internal work, for the organizating and enabling of the neighborhood group.)

The three points general to the six workshops are as follows:

1. Organization of the system:
   Who is the authority, how did he get that authority.
   What checks are there on that authority (within the system, in related systems and from outside the system).
   What are the rules of the system.
2. Legal rights of the people on whom the system operates.
3. Recourses of those people (how to deflect the system from its appointed task of messing people up -- what techniques can be used against the operating system in behalf of those it messes up).

After discussion of the advisability of holding separate workshops on legal issues and parliamentary procedures, it was decided to combine these with the several issue-oriented workshops. Therefore, resource persons will need to have considerable skill in teaching in more than one area -- for example, how to unhang a hung-up group as well as how to teach people how to operate a voting machine and what the rights and responsibilities of those who operate voting machines are, and why vote anyway. Very likely we will need more than one resource person in some or all of these workshops -- with few exceptions, most experts are not gods.

The two political workshops are to be held first. Other workshops will be scheduled after observation and evaluation of these two, and with reference to availability of resource persons. Topics were selected in part on the basis of their being of concern in all the communities included in the workshop area. It was recognized that changes in plans for workshops might be made on the basis of experience in the first two.

Location of seminars is based on where workshop case-study is most relevant. While all the topics are relevant to each of the communities in the area, the programs going on in specific cities provide excellent points of reference for the training (for example, Utica and Albany have strong political action projects, of very different types. The first political workshop is planned for Utica. Hopefully, the second could be held in

Albany -- but that depends on the amount of time the Brothers have available.)

Certain details of the workshop plans can be made final only after the Brothers have an opportunity to discuss the proposals and come to a decision about the amount of time they will be able to devote to arranging, setting up and participating in workshops. Additional arrangements will be made after we hear from the Brothers, following their meeting on Wednesday, May 3.

Specific resource persons were not discussed by the group on April 29. The names suggested must be regarded as tentative, and were added to the notes by the secretary. More specific requests and plans could be made by the group if we could have a copy of the list of resource persons from SEDFRE.

While it was felt that trainees should be persons directly involved in the situations or problems with which the workshops are concerned, it was not felt that age limits should be set for trainees. It is likely that the types of organizations or unaffiliated groups from which trainees will be recruited will vary from city to city.

All written materials used in the training workshops are to be appropriate to persons with no more than an 8th grade education.

Sue Rice
Secretary/Recorder/Note-taker

POLITICAL EDUCATION WORKSHOPS (TWO SESSIONS, FIRST TO BE JUNE ___)

I. Objectives

Create Black vote, Black political power. In some communities, support candidates; in others, put Black community oriented persons in positions of district committeemen; in others, give persons already involved in political process the tools they now lack to use the positions. (In particulars, political programs in Albany, Utica, Syracuse vary. But outline for these workshops is geared to needs of these three communities as well as Binghamton and Rochester, as understood by Trainer Training Workshop participants.)

Specifically, objective is to train neighborhood people who are involved in the political process in one way or another to train others in the community through block, ward, district or bloc organization as approporiate to the specific community and/or program.

II. Dates and Places

At least the first of these two sessions is to be held in Utica, which can provide a case study framework for the workshop through its ongoing program.

The first of these sessions is to be held during the month of June, before the middle of the month. The specific date is dependant upon the available time of resource persons.

III. Course Outline

A. (First workshop)

Citizen education -- government structure and areas of responsibility of elected officials -- political organization and party structure -- communication and methods of attaining political power

B. (Second workshop)

Specific tools and techniques and how to teach them to people in the community -- registration and voting processes -- secrecy of the vote -- how to use voting machines -- how to split ticket (Grass roots political education)

IV. Training Resources

A. Resource persons

1. One resource person familiar with the citizen education aspects of the political organization is necessary. (suggested resource person: Ronnie Moore)

2. For the detailed material of the second session (and also for the local aspects of the first session) local resource persons will be needed. The Trainer Trainees stressed use of local resource persons in these workshops. It seems likely that much of the specific material relevant to the communities to be involved (e.g., local xx government and party structure, registration and voting technicalities specific to the local areas from which participant come) could be prepared in written form by Trainer Trainees in the specific communities.

B. Materials

1. Maps -- of wards, districts, etc. -- to indicate the breakdown of the communities into voting and political units, with reference to political responsibility of elected representatives and also to units of voting power.
2. SEDFRE written materials -- "Political Strength and How To Get It" and other items on political organization.
3. Other written and audio-visual materials selected by resource persons
4. Outline of local political structure, government structure for the areas involved (district, ward, city, county relationships for both party and government structures).

V. Anticipated problems

See covering note of intentions and outlook of Trainer Trainee group meeting. Resource persons in this series will have to have knowledge and skill to enable them to use the workshop as a multipurpose training device: in addition to the specific point-of-view and information content, the resource person will need to be able to deal with the combination of legal framework, tools of power, and techniques of enabling a group to make decisions.

VI. Training Techniques

Basically, information and experience transmission. Not sensitivity training as such. Specific techniques to be used depend upon the resource persons to some extent. The aim of these two session (and others in the series) is to enable the trainees to transfer information and skills they acquire to other people, using techniques they learn in the workshops and other techniques they may already have.

EDUCATION WORKSHOP

I. Objectives

To provide community people with the tools to shape the local educational system to their needs. Training of community people for leadership and action, and to have a voice in policy and administrative matters.

II. Dates and Places

Place to be determined by immediacy of issue (availability of case-study workshop sitatuion). Time to be determined by abailability of resource person.

III. Trainees

Primarily parents, teenagers and other relevant persons (some formally organized, some not) who have problems with the educational system. Education committee members of poverty program neighborhood groups, parents groups, etc.

IV. Course Outline (one workshop)

A. Organization and rules of the education system

B. Rights of kids and of parents (e.g., regarding disciplinary suspension) -- legal and administrative limits of authority and how to keep the authority within its limits.

C. Counseling (and how to see that kids are not counselled out of continued education)

D. Federal Education Act provision and procedures and how to write proposals

E. Implications of various education plans and proposals

F. Tools for swaying/changing/revolutionizing the school, the schools, and/or the education system

V. Training Resources

Materials will largely be determined by resource persons. Emphasis is to be on what has been done, what can be done about affecting the educational system. Suggested resource persons: Steve Nagler, Preston Wilcox

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PRIVATE HOUSING WORKSHOP

I. Objectives and Trainees

To provide skills to community people concerned with the problems of the poor in finding adequate housing and in dealing with landlords.

II. Dates and Places

Date to be determined by availability of resource persons and of local facilities. Place: possibly Binghamton (unconfirmed).

III. Course Outline (one workshop)

A. Legal rights and protection of tenants. Protectionsafforded by housing codes, helath laws, etc. and how to use them.

health

PRIVATE HOUSING WORKSHOP (CONTINUED)

B. Agencies xxxx which can be used to enforce tenants' rights, to protect against safety and health hazards, financial gouging and other practices of predatory landlords.

C. Slumlords -- how they got that way, what can be done

D. Problems and recourses relating to housing situations associated with urban renewal and similar programs. (Who pays for the "progress" in the community, and how to avoid having the price taken out of the hides of the poor).

E. The range of tools for dealing with landlords and their friends in City Hall -- persuasion, pressure, demonstrations, tenant unions.....and how to use them.

F. Tools for getting around landlords -- Sweat Equity and other possibilities

- - - - - - - - - - - - - - -

PUBLIC HOUSING WORKSHOP

I. Objectives

A. To develop know-how with which public housing tenants can deal effectively with Housing Authorities

B. To develop leadership toward increasing the voice of tenants in administration of public housing.

II. Dates and Places

Place: Syracuse. Date to be determined by availability of resource people.

III. Course Outline (one workshop)

A. Structure, legal framework of Municipal (or other) Housing Authority.

B. Who makes rules, sets rent standards, etc.? Where did they get the authority to do so? How to achieve tenant participation in administration and rule making.

C. Tenants' rights and how to get them -- organizational techniques and other tools.

D. Longer-ranger proposals on subsidized housing.

IV. Training Resources

A. Resource persons familiar with both the informational material and experiences of real tenant groups in this field.

B. Written materials for specific information on rights, structure, etc. Example-type material on experiences (movie) to demonstrate possibilities and provoke thought, ideas from group.

C. Techniques: among others, role-playing experience in negotiation, ways of involving other tenants, etc.

V. Problems

It is possible that local variation in housing authority structure (and relation of housing authority to political system, etc.) may make training of trainees from different cities confusing and difficult. It is likely, however, that this could be overcome with carefully worked out written materials on specifics.

- - - - - - - - - - - - - - -

WELFARE RIGHTS WORKSHOP

I. Objectives and Trainees

A. To develop leadership skills among welfare recipients concerned with those on Welfare getting what they are entitled to -- in respectful treatment, financial aid and maximum budget allowandes, health services, legal protection, educational and self-help opportunities and supportive services, etc.

B. To teach skills and techniques aimed at increasing the involvement and voice of welfare recipients in decision -making processes relating to operation and administration of welfare programs and development of new programs.

II. Dates and Places

Time to be determined by availability of key resource persons and a place to hold workshop. Place to be determined by which city in the area has the most relevance as a case study, etc.

III. Course Outline (one workshop -- at least)

xx

A. Legal and administrative structure of current programs

B. Clients' rights. How to find out and how to inform people about eligibility for assistance, available programs and services, budget standards and allowances, legal rights, etc.

C. Tools to achieve above rights

D. How to achieve legislative and administrative changes

E. Possible alternatives to current programs

IV. Training Resources

Resource persons able to deal with all the above and more (see covering note). Possible resource persons: Shirley Lacey, George Wiley, Steve Nagler. Other materials: pretty much as determined by resource persons.

Crusade For Opportunity/in Syracuse and Onondaga County, Inc.

130 W. Genesee Street/Syracuse, New York 13202/(315) 4724361

May 4, 1967

Mr. Marvin Rich
150 Nassau Street
New York, New York 10038

Dear Mr. Rich:

You are reading the cover letter of a rather curious press kit. It's curious in that 125 selected reporters, editors, and public officials, will recieve --- today and tomorrow --- some really bad news about a very good anti-poverty program.

We are the anti-poverty program, Crusade for Opportunity. We send you these materials because Syracuse, as a city, has a story to tell about itself, about its dealings with the poor, and about its dealings with us.

Enclosed is a fact sheet. There is no editorializing on our part. In it, we offer a chronology of this agency and the events which relate to the agency's primary goal, "maximum feasible participation of the poor." We also provide some impressive statistics.

Enclosed, too, is a collection of over 100 not very selective press clips about our agency. You don't have to read them all. It will suffice to note the difference in the way in which we are talked about before January 25 and after January 25. Here are a few of the reports:

-----In December, 1966, neighborhood people are for Crusade; in March and April, 1967, they are against us;

-----In December, 1966, our salaries are on a par with other agencies; in March, 1967, they are exorbitant, though our salary structure has not changed;

-----In December, 1966, we are a multi-racial organization; in April, 1967, we are racist oriented;

-------In December, 1966, we are an agency committed to peaceful social change; in April, 1967, we are dedicated to violence;

All in all, we include some 1000 column inches of clips; certainly not all the clips we've had, but definitely the worst. They are yours to perceive as you please.

We also include a copy of our executive director's Community Action Program policy statement. And, though it hasn't been read with much understanding in our community, we hope you'll understand our concept of involving the poor in all of the decision-making which is done about their lives, and why it is necessary. (Incidentally, this statement has also been adopted by the New York State CAP Directors' Association).

Also included is a fact sheet on a $357,861 employment program which can't get off the ground in Syracuse; a neighborhood statement concerning the employment program; and, a neighborhood newspaper which, by the way, reports a story quite different from that reported by the local press.

In effect, we have sent you all of their story and only part of ours. We don't have newspapers at our disposal which will talk about what is really happening in Syracuse. We have no way of telling you how or why persons resist social change. We have no way of explaining that if we are the Gadfly of Syracuse, there is still no adequate reason for such distorted portrayals of our agency. All we can do is send our press clips.

Syracuse can give you the story of why some persons want a good community action program to become another "give-away" program. Syracuse can give you a story about an anti-poverty program which does its business so well, that a community fights the social change it needs so desperately.

The story is here, in the people. We can't mail them to you.

But the story is yours for the interest and the effort.

Sincerely yours,

Joint Neighborhood Board
Publicity Committee
and
Public Affairs Department

EM/sg
Enc. a/s

For further information, contact:

Mrs. Gloria Mims, chairman, East Side Neighborhood Board
East Side Neighborhood Center
114 Burt Street
Syracuse, New York 13202
(315) Phone: ~~472-4586~~ 478-4485

Mrs. Oneatha Chisholm, chairman, Far East Side Neighborhood Board
Far East Side Neighborhood Center
804 Madison Street
Syracuse, New York 13210
Phone: 476-7444

Mrs. Eleanor O'Connor, chairman, West Side Neighborhood Board
West Side Neighborhood Center
601 Oswego Street
Syracuse, New York 13204
Phone: 478-5755

Mr. Bernard Shell, co-chairman, Tallman Neighborhood Board
Tallman Neighborhood Center
249 Bellevue Ave
Syracuse, New York 13204
Phone: 474-1296

or,

Mr. O. John Davis, Department of Public Affairs
Crusade for Opportunity
130 W. Genesee Street
Syracuse, New York 13202
Phone: 472-4361

Hank -

I realize that we've already discussed some of these points. But some still remain up in the air, + I can not succeed in reaching you tonight to get answers to report back to the team

SLK

Dear Hank,

May 22, 1967

Here (enclosed) is the stuff that has been sent to all Syracuse people-type organizations and groups known to have Welfare Committees or interested members, and to an assortment of individuals interested in Welfare Rights. I enclose it for your information and etc.

I also sent copies to Newton, Allen and Larry Gottheim (from Binghamton). I have also been otherwise in touch with them, and hope they will be able to involve a fair number of participants.

We are running into some trouble with the usual expense problems -- transportation money for people coming from other towns and food money for here. Is there any way you (SEDF) can do anything to help with this type of problem?

I sent a copy of the agenda and the covering letter to Steve, so that he would at least know what had been said about him. If we have maligned him, he will have ample opportunity for rebuttal. I think we have not.

I received the material you sent on the Baltimore workshop. Many thanks. I hope the session was a great and significant success, and that no more illnesses were registered.

George Wiley is doing a workshop session in Rochester on May 27, so the prospects of bringing in people from that city the following week do not seem too good. However, both Bill and Bob are planning tentatively to attend the Rochester session, to see if there are people to be involved in our workshops etc.

The prospects for June 3 look good. I sincerely hope that nobody's inter-organizational politics (local or other) stand between the plans and the execution of a successful workshop. I think that they will not.

? The local team members have hopes of putting together a post-workshop social gathering for those who would like to stay around and talk further. The only possible problem with that is -- again -- the money with which to do it. While BYOB seems reasonable, it does not seem reasonable or in the spirit of things to charge admission or otherwise require that people have money to be able to attend such a get-together. I will let you know definitely about plans for such as they are made -- i.e., as we find out what the financial situation is.

If you and Steve could let us know what materials you plan to make available at the workshop, it would help us to make better planning sense. Are there things that we will have to mimeo here? If necessary, we can do it -- but we will have to know in advance (not at the last minute, when we will be up to our ears anyway) and we will have to be reimbursed for paper, etc.

Put

Where do we stand on Percy Sutton? If we (you) don't get an answer from him soon, we might do better to plan around another resource person for the Utica session. I think that both Utica and Albany will need time in generous quantities to arrange for the workshops in their communities, and the specific planning will necessarily depend to some extent on which resource people we have for which dates. (Incidentally, I think that your point about using Sutton in Utica rather than in Albany is well taken -- and possibly quite important.)

In case it should be useful information, you and Steve might like to know some specific areas in which Welfare questions have been raised as we've taked to people about the workshop. There are many questions here about the administration and policies on Medicaid (which seems to be still fairly much up in the air as far as local decisions on what is allowed, etc. go. Actually, I don't think the decision are local -- though we often find that Welfare + other policies have odd local quirks in Onondage County.) In any event, people will be needing more information about policies and who makes what decisions and to whom they can be appealed, etc. in the medical care field. Other questions have been raised about how clients can find out what is and what is not a legit. local (county Department) decision, and also about local the ramifications of changes in Federal policies and guidelines. The news media are often frustrating to those of us who live in the hinterlands, since NYC policies are so often in advance of the ones we find here -- but also not applicable outside the City. (It's like reading about legal sanction for rent strikes in NYC, and realizing that no such protection exists for the hapless Upstate victim -- frustrating.) I have also heard tales of instances in which attempts have been made to talk clients into withdrawing Fair Hearing requests; it takes a strong and informed client to withstand bureaucratic pressure to withdraw a request -- we should at least be able to provide the information.

I don't know whether further feedback on particular issues and questions would be helpful to you and Steve. If it would, we can easily provide it. If not, we can (not quite as easily in some* cases) keep our mouths shut and let you guys do your stuff. Please advise.

*e.g. SLR

Suggestion: From looking at the Baltimore stuff, I feel that it would definitely be helpful for the teams in the various areas to receive whatever written material can be made available on other people's workshops. Even though some of the materials will of course be of specific local import, it can be both thought-provoking and conducive to the creation of useful materials to see what is being provided in other areas. Even if it is not practical to plan for systematic distribution of materials to other teams, I would appreciate it if you could let us have copies of materials used elsewhere. The drift of things here suggests that the first six workshops will indeed trigger off further sessions in a variety of fields, and we can use all the help we can get.

(We have received requests and suggestions that a workshop on Employment be held in this area. Whether it can be added to our planned first six workshops, or substituted for one of them has not been discussed, but I think it is likely that one way or another we will find that we'll have to put such a session together.)

The hour is late -- I go to work in a very few hours -- and I ramble (as charged). I will add no further to your burden of reading rambles -- but will await eagerly answers to the questions scattered through this missive. Next time, I could perhaps include an outline of the contents of the letter -- or even find time to write a draft, so I'd be more concise. The style is perhaps to be forgiven, but the intention is good, and the will to work there.

We look forward to June 3 and an excellent workshop....

Cheers,

Sue

Sue Rice
1034 Madison St.
Syracuse, New York
13210

Ec. Report
send copy to
Steve ✓

May 21, 1967

On June 3 there will be a workshop on Welfare Rights, primarily for Welfare clients who have shown an interest in solving problems of people trying to live on Welfare.

Since you have shown an interest in Welfare, you are hereby invited to attend, along with anyone you feel would add to the workshop and also benefit from it.

It is felt that there are enough people on Welfare who are not aware of what they are actually entitled to receive or how they can get it that a workshop session on Welfare would be a useful information service. The workshop will deal with Welfare policy and law and how Welfare recipients can confront the Welfare System and get what they are entitled to receive.

The workshop will focus on Welfare in upstate New York. In addition to people from Syracuse, others from such areas as Utica, Rochester, Albany, and Binghamton will also be participants in the workshop. A copy of the proposed agenda is enclosed.

The date will be Saturday, June 3. The place will be Grace Episcopal Church at the corner of Madison Street and University Avenue. The time will be from 9:30 in the morning to 4:30 or 5:00 in the afternoon.

It is important that we know how many people will be coming. This information is needed so we can plan for seating and lunch facilities. If you are able to attend, or if you have the names of others who will attend, please contact one of the members of the Upstate New York Community Workshop Team named below no later than May 29.

Gloria Mims, 130 Stewart Court, Syracuse. (478-4485)

Susan Rice, 1034 Madison Street, Syracuse. (478-3271)

Artis Lee, 438 Columbus Avenue, Syracuse.

William Oates, 202 University Avenue, Syracuse.

Bob Mason, 131 Marshall Street, Syracuse. (476-2390)

June 14, 1967

Mrs Doris Bland
3 Leyland Street
Dorchester, Mass.

Dear Doris:

It makes me feel very good to know that you will be with us this coming week-end. Enclosed please find an agenda. I hope it meets your approval. I am also enclosing a check for the sum of $28.00. This will cover your shuttle expense to and from Boston and I hope there will be enough left over for taxi fare. Please make out and sign one of the Tax exempt certificates before each flight so that they may be presented when fares are takeh.

You will be a big help to us if you call this office early Friday morning, so that we may pick you up at the airport. For your information Gloria Mims, will be arriving at 8:PM. If I can pick both of you up on or about the same time, I thing you will agree that this arrangement will be most convenient.

Have a safe flight. Looking forward to seeing you Friday evening.

Love

Hank

HS/ey
encls : exempt certificates
        1 check
        agdena

November 20, 1967

Mrs. Gloria Mims
130 Stewart Court
Syracuse, New York

Dear Gloria:

Enclosed are several forms for Fair Hearings, as I promised I would send. Best regards.

With a compulsive deed to serve

Hank

Henry G. Smith, Jr.

HGS/ey
encls.

Pg. 1 of 7 Pgs.

INFORMATION REPORT ON SOCIAL ACTION ORGANIZATIONS

COVERING NOTE

The enclosed do not represent a complete list of social action organizations, but rather a list of the most relevant grass roots community groups which have indicated interest in the program to date.

Other organizations in the community from which individuals will be drawn to participate in the Saturday seminar workshops include groups under the auspices of the local poverty program, the Crusade for Opportunity, and Organization of Organizations and various groups whose membership includes both the poor and others.

There are also a number of individuals who are not listed among the most active members of the listed organizations who will be included in the training program.

Organizations which are either very loosely formed at present or are not anxious to be identified publicly have members who are interested and relevant to community training programs, and who will be included individually.

******

The Organization of Organizations is an Alinsky-type combination of "finks, finks and faggots" (per Mason) -- e.g., church, civic and neighborhood organizations -- organized in November 1966. It is currently working on Welfare, Hospital policies regarding care of the poor, Housing (relocation), and Education (summer program of a "cross cultural" type, ~~xxxx~~ involving exchange of kids with a wealthy suburban community -- the burden of travel on Black children.

****

It is not felt that it would be feasible to formally involve the sub-groups of the Crusade For Opportunity, the local umbrella agency, in the local training program as such. However, many members of the Neighborhood Boards and Committees will be included, as individuals.

****

Our interest and intent is to involve those people who are most relevant to the program and to the community, regardless of what organizations they belong to -- or whether they are presently members of any organization. It is not our intent to screen out any neighborhood person because of the organization to which he belongs.

The above and the enclosed notes on organizations are the combined work of Bill Oates, Gloria Mims, Bob Mason and Sue Rice.

****

INFORMATION REPORT ON SOCIAL ACTION ORGANIZATIONS

Name: Citizens of Pioneer

Officers:
Chairman : Gloria Mims, 130 Stewart Court (478-4485)
Vice Chr.: Georgianne Kerce, 919 South Townsend
Secretary: Joanne Broome, 128 Frisbie Court
Treasurer: Florence Spinks, S. Townsend St.

Community activities of the group:
Committees on Housing, Welfare, Senior Citizens. Demonstrations to get grocery store in neighborhood. Pushed for paint jobs on apts., refrigerators, stoves. Change laws and regulations re: public housing -- Tenant Advisory Committee, etc.

Community problems as seen by the group:
Education, Welfare, Housing

Five most active members of the group:
Mrs. Laura Blacksheare, 904 S. McBride St. (476-3283)
Mrs. Gloria Mims, 130 Stewart Court (478-4485)
Mrs. Joanne Broome, 128 Frisbie Court
Mrs. Ella Wilkerson, 102 Frisbie Court
Mrs. Georgianne Kerce, 919 S. Townsend

Training needs of group:
Laws re: housing, welfare. Parliamentary procedures. How to get things done in the community: who do you go to when something is wrong, to get changes made? How do you do ~~xxx~~ what is needed to get the changes made?

Comments:
This is a group of public housing tenants. Their primary focus is on problems of public housing, welfare, and related issues.

INFORMATION REPORT ON SOCIAL ACTION ORGANIZATIONS

Name: The Neighborhood People

Officers:
Chairman : Mrs. Thelma Pride, 104 Croly Ave., Apt. 108 (472-0712)
Vice Chr.: Mrs. June Dixon, 233 Amhurst Ave. (475-2236)

Community activities of the group:
Raise issues around functioning of poverty program, to try to strengthen it as an instrument of the poor to influence their own circumstances.

Community problems as seen by the group:
Housing, Daycare Centers, Better employment. Leadership in poverty program.

Five most active members of the group:
Thelma Pride, 104 Croly Ave. (472-0712)
June Dixon, 233 Amhurst Ave. (475-2236)
Helen Cowan (478-6823)
Curlean Shelton, 1548 South State St. (475-3920)
Anna Mae Williams, 338 Senca St. (476-7512)

Training needs of group:
Rights and powers of neighborhood people in poverty program.
Political organization.

Comments:
This is an informal organization of neighborhood residents interested in community problems and specifically in the operation of the local poverty program...it may be a temporary organization.

******************************* *

INFORMATION REPORT ON SOCIAL ACTION ORGANIZATIONS

Name: City Independent Basketball League

Officers:

Community activities of the group:
Recreation (teenagers, 14-18) -- started last October. Series basketball games: 9 teams of 12 members each, in addition to involving 85 kids per week as spectators. Schedule of four games per week, Tues. and Thursday (2 games per night). Teams sponsored by churches and businesses. League received $300 for operating expenses from Kiwanis Club. Success because it operated with minimum of adult supervision: Home Town News Team won tournement without coach.

Community problems as seen by the group:
Recreation other than city sponsored.

Training needs of the group:
How to negotiate, how to write proposals to seek funds from poverty program and other sources for their needs.

(for members and officers, see Bob Mason)

INFORMATION REPORT ON SOCIAL ACTION ORGANIZATIONS

Name: James Geddes Organization

Officers:
Chairman : William Miller, 114 Wyoming St.
Vice Chr.: Albert Crout, 312 Gifford St.
~~xxRatiyxSxrxxax~~
Secretary: Betty Caruso, 300 block Tully
Treasurer: Helen McGlowan, 400 block Tully

Community Activities of group:
Has acted in concert with other neighborhood groups on issues of Welfare rights, school problems (disciplinary treatment of children), grievances of Public Housing tenants. Started Credit Union.

Community problems as seen by group:
Public Housing problems of primary concern to this group.

Five most active members of the group:
Dick Hewitt, 424 Tully Ave., 478-5681
William Miller, 114 Wyoming St.
Betty Caruso
Helen McGlowan
Albert Crout, 312 Gifford St.

Training needs of group:
Dealing effectively with public housing authority. Leadership training.

Comments:
Public housing residents -- like several other organizations also created by SCDA-CATC, primary interest in public housing problems, welfare, school problems. Group is small.

INFORMATION REPORT ON SOCIAL ACTION ORGANIZATIONS

Name: Croton Parents (Petitioning Parents)

Officers:
  Chairman: Eleazar Hines, 340 Renwick Ave. (GR 8-5394)
  Vice Chr.: Gloria Mims, 130 Stewart Court (478-4485)

Community activites of group:
  Attempt to get quality integrated education at Croton School. Pickettting, boycott, negotiations with (and suit against) Board of Education. Involving interested groups in issue.

Community problems as seen by the group:
  Lack of quality education at Croton School.

Five most active members of the group:
  Mrs. Eleazar Hines, 340 Renwick Ave., GR 8-5394
  Mrs. Gloria Mims, 130 Stewart Court, 478-4485
  Mrs. Maybelle Stevens, 410 Oakwood Ave., GR 5-3905
  Mrs. Martha Burke, 408 Oakwood Ave.
  Ernest and Inez Warner, 13 Mulberry Terrace

Training needs of the group:
  Need information on Titles I, II, III, IV, I and how they affect schools and education. Need to know how to wield power -- hold up federal money -- if requirements not met.

Comments:
  This group was started as the focus of and as part of a coordinated community effort to affect the Croton School situation. It is not to be confused with another Croton Parents Group which is school-based. This group participated in an intense coordination effort resulting in a successful school boycott. Its issue is not yet resolved. See Gloria Mims.

INFORMATION REPORT ON SOCIAL ACTION ORGANIZATIONS

Name: Community Improvement Organization (CIO)

Officers:
Chairman : Rev. I.B. Enoch, 329 Oakwood Ave.
Vice Chr.: Ernest Warner, 13 Mulberry Terrace
Secretary: Cecile Cunningham, 1108 Montgomery St.

Community activities of group:
Coop for surplus food delivery. Welfare. Individual members attend community meetings around issues of housing, medical problems, welfare problems, school problems (disciplinary treatment of children), etc.

Community problems as seen by the group:
Housing, problems around welfare (welfare rights), school problems.

Five most active members of the group:
Rev. I.B. Enoch, 329 Oakwood Ave.
Ernest Warner, 13 Mulberry Terrace
Inez Warner, 13 Mulberry Terrace
Cecile Cunningham, 1108 Montgomery St.
Mary Henley, 1115 Montgomaery St.

Training needs of the group:
Fund raising, proposal writing and how to ask SEDF for money.

Comments:
Most members are welfare recipients. Many are in basic education programs. Multiple problem families. Group is oriented to solving problems using existing community organizations, agencies -- such as Community Chest agencies, hospitals, etc.

Another organization, Central Village Organization (CVO) is being absorbed into CIO.

INFORMATION REPORT ON SOCIAL ACTION ORGANIZATIONS

Name: Syracuse CORE
326 Tallman Street, Syracuse, New York
478-9082

Officers:
Chairman: Charlie Goldsmith, 228 Coolidge Ave. (476-4917)
Vice Chr.: Artis Lee, 438 Columbus Ave., (no phone)
Secretary: Mrs. Millicent Collins, 121 Palmer Ave. (no phone)
Treasurer: (vacant)

Community activities of group:
Employment: developing cases and strategy re: promotional practices, hiring practices of local industry. Providing support, training, participants with experience, etc. to community groups re: establishing Pre-Industrial Program (job training, OJT), help in development of strategies on use of consumer power, etc. Support of community groups in areas of education, welfare rights, etc.

Community problems as seen by the group:
Employment: subtle discrimination in training opportunities and promotion practices, as well as hiring practices. Housing: immediate problem relates to Urban Renewal and Community Development -- i.e., relocation and provision of adequate housing in low rentals. Public Housing: problems of tenants, basic structure of Housing Authority. Fragmentation of poor community -- disaffection, competition, distrust among neighborhood groups due to lack of focus on real issues is organizing attempts.

Five most active members of group (plus a couple):
Millicent Collins, 121 Palmer Ave. (no phone)
Charlie Goldsmith, 228 Coolidge Ave. (476-4917)
Emo Henderson, 120 Noble Ave., (463-8353)
Bill Oates, 202 University Ave. (no phone)
Eb Stephens, 255 Hudson (GR 4-0107)
Artis Lee, 438 Columbus Ave. (no phone)
Bob Mason, 131 Marshall St. (476-2390)

Training needs of group:
Fund raising, community organization, political organization, strategy development.

Comments:
CORE chapter is currently functioning primarily individually through other community organizations, for the benefit of the poor, "so there will be something there". The chapter provides a medium for exchange of information on "what is happening out there", as members are functioning as staff members, organizers, and volunteers (neighborhood people) in a variety of organizations. A number of members are working with the local umbrella poverty agency, Crusade For Opportunity, as Central Staff. Other CORE members are working as neighborhood volunteers on Neighborhood Boards, Committees, etc. Others are working through other organizations. Although there are some projects which are directly the result of the chapter activity of Syracuse CORE, its separate "elite" functions are less significant than its dispersed roles.

Table 1

An Analysis by Ethnicity of Individuals Using Neighborhood Centers of the Crusade for Opportunity

	Individual Services		Planning Group		Participant Groups		All Groups	
Year	65-66	*66-67	65-66	66-67	65-66	66-67	65-66	66-67
Unknown	41%	6%	1%	10%	12%	14%	16%	17%
Indian	0	2%	0	1%	2%	3%	1%	3%
White	4%	26%	1%	18%	40%	33%	25%	23%
Negro	55%	65%	98%	71%	45%	49%	58%	57%
Other	0	1%	0	0	1%	1%	-	-
Total	100%	100%	100%	100%	100%	100%	100%	100%

(N=405)(N=1089)(N-445) (N-415)(N-1322)(N=1912)(N=2172)(N=3416)

* As of 3/31/67

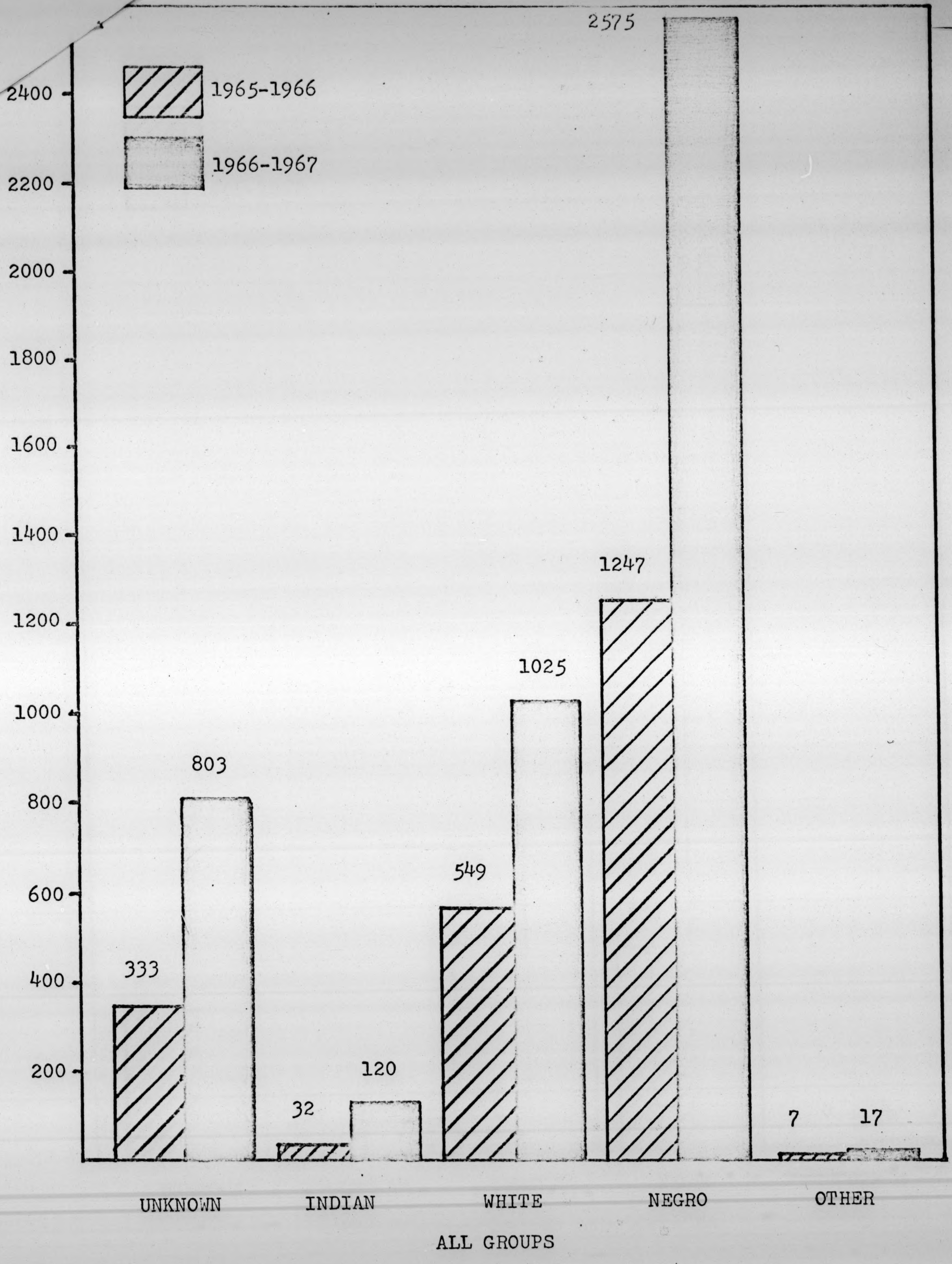
- Less than ½ of 1%

Individual Services - Persons presenting an individual problem who were referred to an agency, committee, or program for help.

Planning Groups - Neighborhood members of program committees, Neighborhood Boards and Task Forces who attended at least one meeting of such a group.

Participant Group - Recipients of program services conducted on a regularly scheduled basis.

OJA:jep
5/3/67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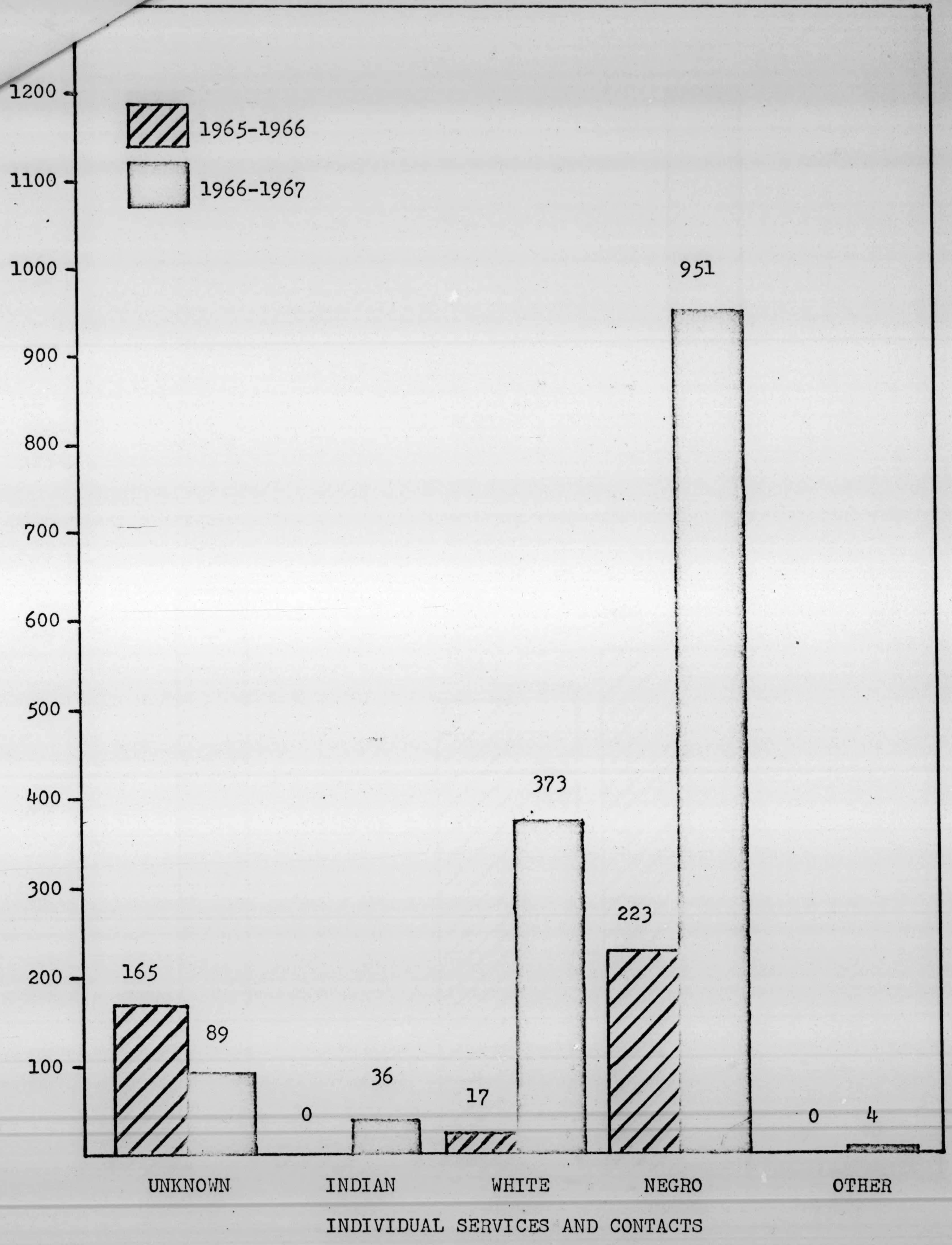
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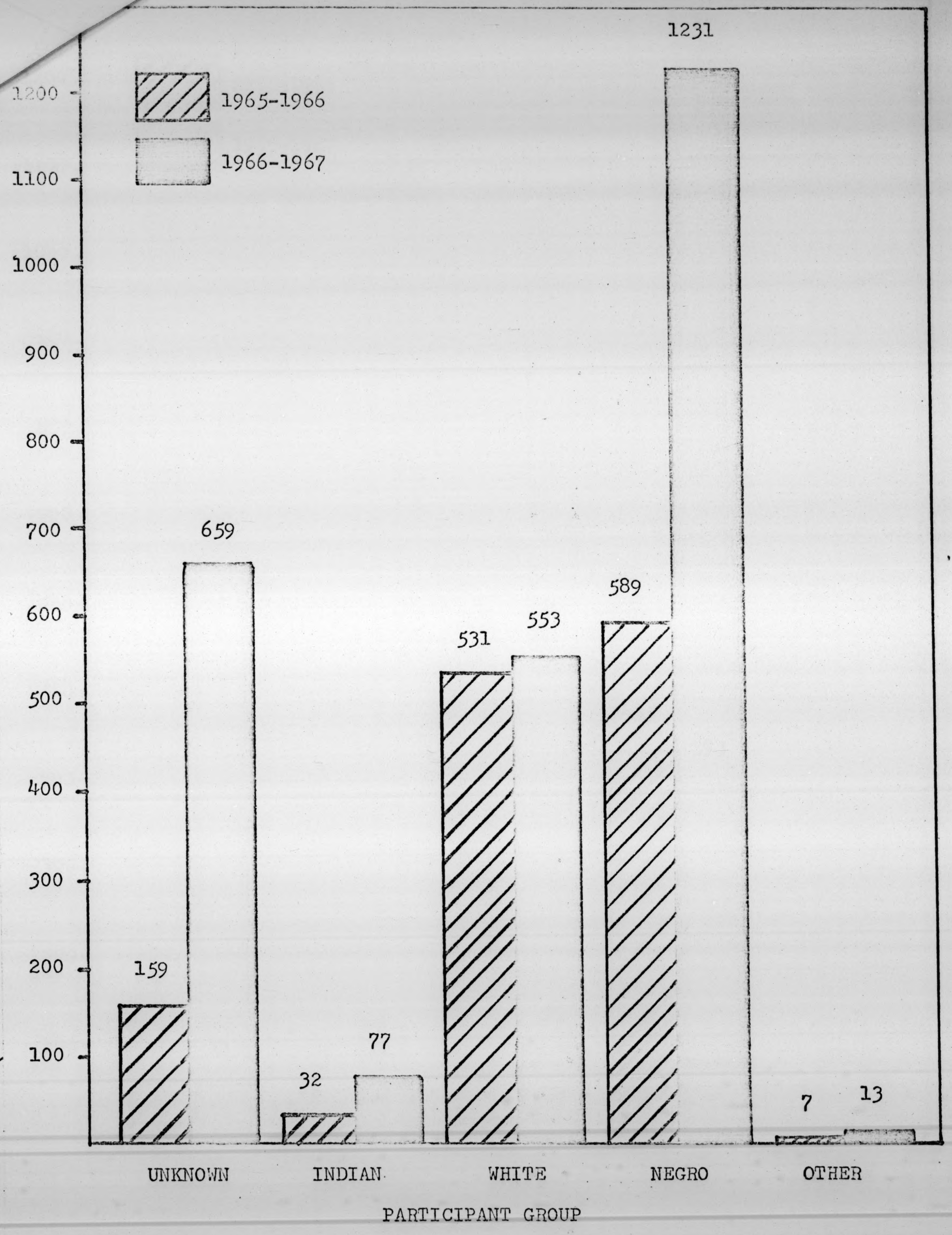

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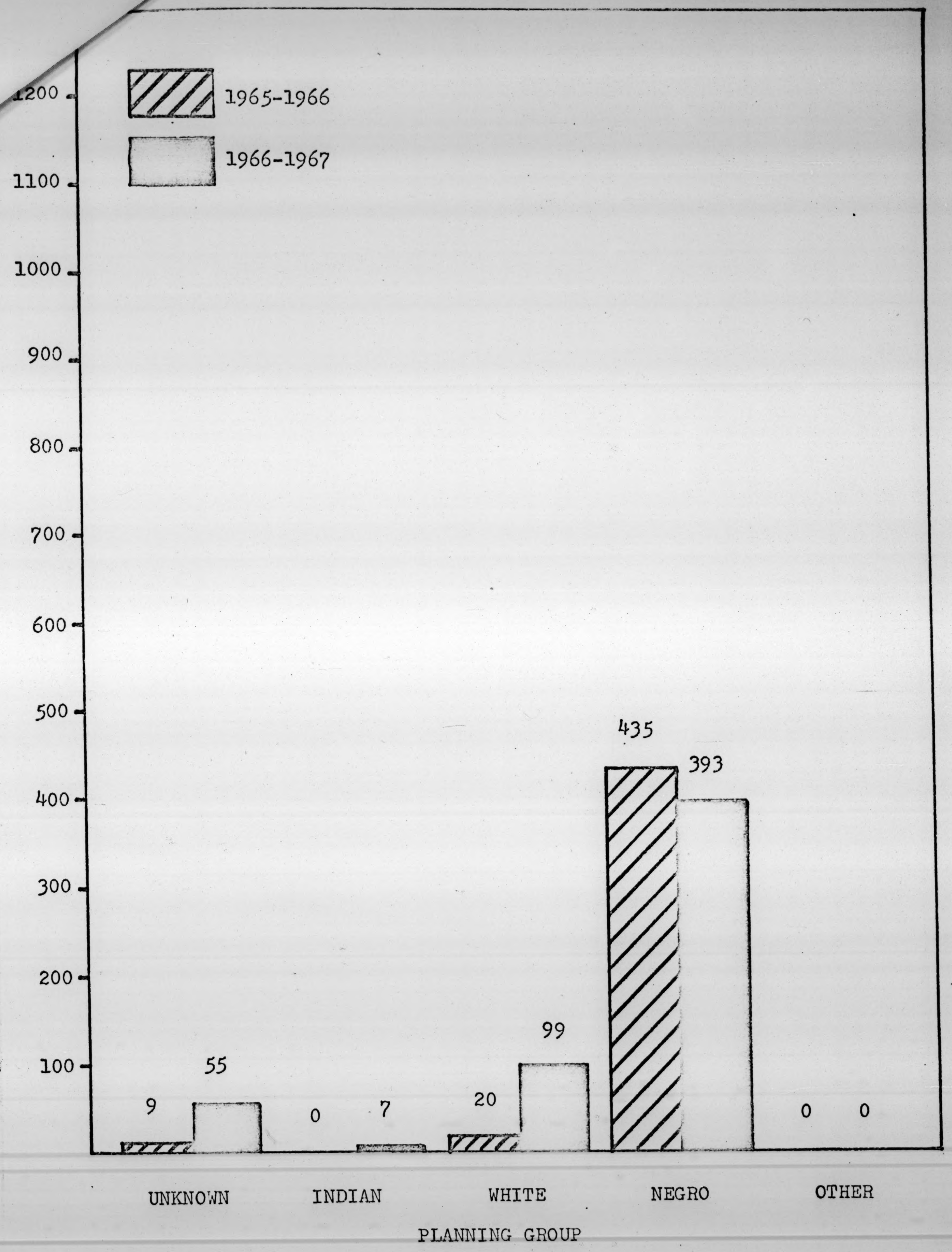
PARTICIPANT GROUP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NEGRO
OTHER
PLANNING GROUP

PROPOSED AGENDA

POVERTY RIGHTS COMMUNITY WORKSHOP

SYRACUSE, NEW YORK

JUNE 3, 1967

9:30 to 10:00 AM: Registration

10:00 to 10:30 AM: Introduction. Run-down of agenda and material to be covered. Introduction of resource people and panel participants. (Hank Smith, Scholarship, Education and Defense Fund for Racial Equality)

10:30 to 12 Noon: Panel: Welfare in New York State. The Welfare problem in New York State: possible answers to the problem. Adaption of the National Action Campaign to the New York State situation. Experiences of people from several upstate New York communities. (George Wiley*, Steve Nagler**, representatives of participating communities)

12 Noon to 1:00 PM: Lunch.

1:00 to 2:30 PM: First Working Session.

Workshop Session #1: General question of organizing, details of how to mount a campaign for cash benefits and minimum standards. Membership campaigns and campaigns to build organizations.

Workshop Session #2: Welfare policy and law and advocacy in New York State. Technical questions on Welfare law and policies, fair hearing procedures, legal techniques and strategies.

2:30 to 4:00 PM: Second Working Session.

(The same workshops #1 and #2 will be repeated, with the participants who went first to #1 now going to #2, and those who went first to #2 now going to #1. This will allow all participants to work in relatively small groups with both teams of resource people.)

4:00 PM: Wrap-up Session. Reports from the workshops, discussion of the day's session, evaluation.

* * * * *

Primary Resource People: * George Wiley, Poverty/Rights Action Center, Washington, D.C.

** Steve Nagler, Legal Staff, Scholarship, Education and Defense Fund for Racial Equality, New York City.

(Proposed Agenda
as of May 21, 1967)

471-7171

ALBNY

7^{50} 1^{10}

9^{35} 12^{45}

Bill Oates
202 University

Charlie Goldsmith
476-4917
Coolidge Ave

Gloria Mims ✓
130 Stewart Ct.
478-4485

Bob Masan
476-2390
(463-3279)

Home Town News
478-0913

MSS 546 SEDFRE Workshops – Sept. 1965 – Nov. 1969

Box 22
Folder 12

State Historical Society of Wisconsin

Please Retain Original Order

SEDFRE WORKSHOPS COMPLETED FY SEPTEMBER 1, 1965 THROUGH AUGUST 31, 1966

TITLE	DATE	DURATION	LOCATION	PARTICIPANTS	DESCRIPTION
Specialized Seminars					
Sensitivity Training	Sept., 1965	7 Days	Beacon, NY	25 Field staff of national civil rights organizations	Sensitivity training focuses attention on individual small group and organizational problems in community decision-making and action. The aim is to promote more effective group analysis and action.
Discussion Leaders Inst.	May, 1966	Weekend	Alexandria, Va.	25 Citizen-leaders from several states in North, East and South.	Institute covered techniques of holding effective group discussions with emphasis on the role of the chairman and group dynamics.
Citizenship Education					
Southern Regional	July, 1966	5 Days	Frogmore, So. Carolina	130 In our regional and state seminars, the participants are campaign workers and candidates for public office.	These educational workshops are a practical introductory course to public affairs, including study of the political process and how to use it to achieve change.
Voter Registration Conferences	May, 1966	1 Day	Tallahassee, Florida	64 Citizen-leaders interested in conducting voter registration campaigns.	Conferences dealt with essentials of getting unregistered voters on registration books. Emphasis was on canvassing, transportation, follow-up and use of voting machines.
Community Organization	July, 1966	5 Days	Baltimore, Md.	125 Citizen-leaders	Problems of community organization were discussed using the case-study method and emphasizing organizing principles including community analysis, management of conflict and operational strategies.
Cooperative Structure and Management	July, 1966	1 Day	Jackson, Miss.	100 Citizen-leaders of the Poor Peoples Corp.	Workshop provided indigenous leaders with an introduction to the structure, problems and administration of cooperatives.

TITLE	DATE	DURATION	LOCATION	PARTICIPANTS	DESCRIPTION
Mobile Leadership Series					
La. - Miss.	Jan.-April 1966	4 Weekends one month apart	Edwards, Miss.	78 Indigenous Leaders and field staff of national civil rights organizations working in La. and Miss.	Series consists of weekend seminars on law, urban problems, community organization and leadership techniques.
Mid-Atlantic	Feb.-May 1966	Same as above	Norma, N.J.	68 Community activists from the Mid-Atlantic Region.	Same as above.
So. Carolina - Florida	Apr.-July 1966	Same as above	Frogmore, So. Carolina	73 Trainees from So. Carolina and Florida	Same as above.

NOTE:	Training Design	Oct.-Dec. 1965	Research and Program Development	Consultation with numerous local organizations in the North, South and Southwest sections of the country.

9-22-67

LEADERSHIP DEVELOPMENT SCHEDULE OF WORKSHOPS

DISCUSSION LEADERS' INSTITUTE

May 7 - 8, 1966
Mount Vernon Unitarian Church
1275 Fort Blunt Road
Alexandria, Virginia

MARYLAND SERIES	TOPICS TO BE DISCUSSED
May 14 - 15, 1966 Canonbury Country Center Norma, New Jersey	Economic Dimensions of Civil Rights
June 18 - 19, 1966 Canonbury Country Center Norma, New Jersey	Community Work Skills

LOUISIANA - MISSISSIPPI SERIES

April 16 - 17, 1966 Mount Beulah Conference Center Edwards, Mississippi	Community Work Skills

*SOUTH CAROLINA - NORTH CAROLINA and FLORIDA SERIES

April 23 - 24, 1966 -	Legal View of Civil Rights & Liberties
May 21 - 22, 1966	Economic Dimensions of Civil Rights
June 25 - 26, 1966	Community Organization
July 23.- 24 1966	Developing Community Work Skills

Penn Community Services, Inc. *
St. Helena Island
Frogmore, South Carolina

MEMORANDUM

TO: MESSRS. RICH, McCAIN, FORGON, RACHLIN,
GELLERMAN, WILCOX, SCHWARTZ; MRS. LACEY

FROM: RONNIE M. MOORE October 19, 1966

SUBJECT: SCHEDULE OF WORKSHOPS

OCTOBER 28-29	Laboratory Training Session (Marathon) for Trainers at residence of Dr. W. Gellerman, Brooklyn, N.Y.
NOVEMBER 11-13	Specialized workshop in Suffolk County, New York
NOVEMBER 12	Voter Registration Conference - Sixth Congressional District Plaquemine, Louisiana
NOVEMBER 18-20	First Workshop in California General Leadership Training Series DeBenneville Pines, Angeles Oaks, Calif.
NOVEMBER 25-27	Specialized Workshop on Citizenship Education for Louisiana residents Waveland, Mississippi
DECEMBER 2-4	Specialized Workshop on Citizenship Education, Frogmore, South Carolina
DECEMBER 9-11	Discussion Leaders' Institute Buckeystown, Maryland
DECEMBER 16-18	Second Workshop in California General Leadership Training Series Los Angeles, California (site to be selected)
JANUARY 13-15	Third Workshop in California General Leadership Training Series Los Angeles, California (site to be selected)
JANUARY 25-29	Five-day workshop on Community Organization Buckeystown, Maryland

MEMORANDUM

TO: MESSRS. RICH, McCAIN, GORDON, RACHLIN; MRS. LACEY, and
LEADERSHIP TRAINING ADVISORY COMMITTEE MEMBERS

FROM: Ronnie M. Moore

November 2, 1966

SUBJECT: SCHEDULE OF WORKSHOPS

OCTOBER 28-29	Laboratory Training Session (Marathon) for trainers in Brooklyn, New York
NOVEMBER 11-13	Specialized workshop in Suffolk County, New York
NOVEMBER 12	Voter Registration Conference - Sixth Congressional District Plaquemine, Louisiana
NOVEMBER 18-20	First Workshop in California General Leadership Training Series deBenneville Pines, Angeles Oaks, California
NOVEMBER 25-27	Specialized workshop on Citizenship Education for Louisiana residents Baton Rouge, Louisiana
DECEMBER 2-4	Specialized Workshop on Citizenship Education, Frogmore, South Carolina
DECEMBER 9-11	Second workshop in California General Leadership Training Series Los Angeles, California (site to be selected)
JANUARY 13-15	Third workshop in California General Leadership Training Series Los Angeles, California (site to selected)
JANUARY 25-29	Five-day workshop on Community Organization Buckeystown, Maryland

Scholarship, Education
& Defense Fund for
Racial Equality, Inc.
150 Nassau Street
New York, 10038

SCHEDULE OF WORKSHOPS

California General Leadership Development Series

DATE	TITLE	PLACE	DESCRIPTION
11/18-20/66	Laboratory Training	Camp deBenneville Pines Conference Center Barton Flaten Area of San Bernardino National Forest - Elevation 6800' Angeles Oaks, California	Group dynamics and interpersonal relations will be illustrated by actively involving the trainees in sensitivity training group sessions.
12/9-11/66	Civil Rights and Liberties	Camp deBenneville Pines Conference Center	Review of City, State, and National laws regarding "due process", "equal protection under the law" and principles underlying the rights of the individual.
1/6-8/67	Urban Problems	Camp deBenneville Pines Conference Center	Introductory study of urban problems of police-community relations, housing, employment, education, health, and welfare by reviewing community action case histories.
1/10-3/10/67	Community Action Period	Participants will be responsible for getting their local groups to work on urban problems	Lecture and laboratory training workshops will be postponed for two months. Trainees will put their knowledge and experience to a test by getting more deeply involved in community activities centered around the following problems: economic development, education, involvement of white community, and political action.
3/17-19/67	Community Organization	Camp deBenneville Pines Conference Center	Techniques and methods of effectively organizing communities will be taught by reviewing the problems the participants faced during the 2-month period of setting up community action projects. Special attention will be given to the principles of community analysis, management of conflict, block organizing and other aspects of community organization. The participants will study case histories and evaluate their training needs.
4/21-23/67	Community Work Skills	Camp deBenneville Pines Conference Center	The workshop sessions will include lectures on research, affidavits, documentation, public relations.

Scholarship, Education and Defense
Fund for Racial Equality, Inc.
150 Nassau Street, New York, New York

February 21, 1967

SCHEDULE OF WORKSHOPS

North Atlantic Training Trainers Series

OBJECTIVE: Training Citizen Leaders to Train Community Activists

DATE	TITLE	PLACE	DESCRIPTION
Feb. 24-26 (Phase I)	Laboratory Training	Deer Hills Conference & Retreat Center (Beacon) Wheeler Hill Road, RFD #1 Wappingers Falls, N.Y.	Leaders will be selected to attend sensitivity training sessions which will focus on increasing their ability to learn, to feel, to understand and to develop a general awareness of the things around them; to increase their ability to function effectively in community organizations and to develop skills in programming.
March (Phase II)	Community Action Period	Communities of Participants	Trainers will be required to write a community case-history, stating the issues that local, unaffiliated urban groups feel they can resolve. Discussion will be centered around community problems, i.e., housing, welfare, education, employment, consumer education, law, voter education and poverty. Trainers will have approximately one month to try to analyze their communities in terms of issues, group dynamics and training needs.
April 28-30 (Phase III)	Training Seminar	Camp Linwood Sussex County, New Jersey (60 Miles from Newark, N.J.)	Seminars: Developing neighborhood, city and county programs. The case-histories will be used in our April 14-16th training session which will be designed to help citizen trainers to organize local training seminars. An attempt will be made to evaluate the elements of training: recruitment, course outlines, resource persons, materials written in lay language, audio-visual aids and other essentials involved in running workshops. The training teams will be assigned to work out six Saturday training sessions on leadership techniques for the following areas: Harlem, Philadelphia, Boston and Syracuse. Metropolitan areas are subject to change.
May 6th - August 26th (Phase IV)	Workshop Sessions for Local Groups	(See next page)	Six one-day workshops will be co-sponsored by various local organizations in the metropolitan areas previously mentioned. During the months of May through August, 1967, trainers will attempt to train community activists to deal with the following 1) Urban problems; 2) Political education; 3) Public relations and publicity; 4) Fund-raising; 5) Other issues stemming from the particular needs of the community being serviced; 6) Sensitivity Training.

SUGGESTED PROGRAM FOR ONE-DAY SEMINARS

DATE	HARLEM	PHILADELPHIA	BOSTON	SYRACUSE
May 6th	Urban Problems			Sensitivit Training
May 13th		Urban Problems		
May 20th			Urban Problems	
May 27th	Sensitivity Training			Urban Problems
June 3rd		Sensitivity Training		
June 10th			Political Education	
June 17th	Political Education			Political Education
June 24th		Political Education		
July 8th			Sensitivity Training	
July 15th	Fund-Raising			Other Community Issues
July 22nd		Public Relations & Publicity	Other Community Issues	
July 29th			Public Relations & Publicity	
August 5th	Other Community Issues			Public Relation & Publicity
August 12th		Fund-Raising		
August 19th	Public Relations & Publicity		Fund-Raising	
August 29th		Other Community Issues		Fund-Raising

Citizenship Education Seminars - Florida, Louisiana, South Carolina

	Date	County	Sponsoring Organizations	Description
FLORIDA	January 14	Alachau & Duval	Gainesville Women for Equal Rights	The political activists will teach political organization using the SEDFRE pamphlet, "Political Strength - How to Get It," as a guide. The participants and resource persons will discuss local election laws, techniques and methods of effective campaigning, functions and responsibilities of county and state governmental offices and other things that come out of their political experiences. The county seminars will generally follow the course outline of the July, 1966 southern regional Citizenship Education Conference and the recent state political workshops held in Louisiana, Florida and South Carolina.
	January 28	Pinellas	NAACP and SNCC	
	February 4	Jefferson	Jefferson County Voters League	
	February 25	Jackson	Jackson County NAACP and Civic Interest Group	
LOUISIANA	March 18	Iberville	Iberville Industrial Voters League	
	April 1	East Feliciana	East Feliciana Voters League	
	April 15	Iberville	Iberville Industrial Voters League	
	April 22	St. Helena West Feliciana	Little Citizens Group, Greensburg NAACP West Feliciana Voters League	
	April 29	West Baton Rouge	West Baton Rouge Improvement Association	
	May 6	St. Helena	NAACP and Little Citizens Group	
	May 13	Pointe Coupee	Pointe Coupee Voters League	
	May 27	East Baton Rouge	First Ward Voters League, Second Ward Voters League, Louisiana Council on Human Relations	
	May 20	East Baton Rouge	Second Ward Voters League	
	June 3	Madison St. James-Asenion	Madison County Voters League St. James NAACP, Asenion Voters League	
	June 13	Orleans 9th Ward	Gentilly Development Association	
	June 17	Second Ward West-East Feliciana	New Orleans CORE West-East Felicianía Voters League	
	June 24	Madison-Oculita	Madison Voter League, Monroe NAACP	
	July 8	Orleans	Seven Ward Civic Group and CORE	

SOUTH CAROLINA	March 11	Clarendon County	Clarendon County Voters League
	March 18	Williamsburg	Williamsburg County Voters League

10 more seminars to be held in South Carolina

4/5/67

SCHEDULE OF SEDFRE COMPLETED WORKSHOPS

TITLE	DATE	DURATION	LOCATION	PARTICIPANTS	DESCRIPTION
MOBILE LEADERSHIP SERIES					
Louisiana - Mississippi	Jan.-April 1966	4 Weekends one month apart	Edwards, Miss.	78 Indigenous leaders and field staff of national civil rights organizations working in States of La. and Miss.	Series consists of weekend seminars on law, urban problems, community organization and leadership techniques.
Mid-Atlantic	Feb.-May 1966	4 Weekends one month apart	Norma, N. J.	68 Community activists from the Mid-Atlantic Region	Same as above
So. Carolina - Florida	Apr.-July 1966	4 Weekends one month apart	Frogmore, So. Caro.	73 Trainees from States of So. Caro. and Florida	Same as above.
California	Nov.-Apr. 1966-67	6 Weekend Workshops	Camp deBenneville Pines, Angeles Oaks, Calif.	80 Community activists from State of California	Same as above.
SPECIALIZED SEMINARS					
1) Sensitivity Training	Sept. 1965	7 Days	Beacon, N. Y.	25 Field staff of national civil rights organizations	Sensitivity training focuses attention on individual small group and organizational problems in community decision-making and action. The aim is to promote more effective group analysis and action.
	Dec., 1966	Weekend	Baltimore, Md.	68 Citizen-leaders	
	Nov., 1966	Weekend	Suffolk County, NY	77 Citizen-leaders	
2) Discussion Leaders Inst.	May, 1966	Weekend	Alexandria, Va.	25 Citizen-leaders from several states in North, East and South.	Institute covered techniques of holding effective group discussions with emphasis on the role of the chairman and group dynamics.
3) Citizenship Education					
Southern Regional	July, 1966 ✓	5 Days	Frogmore, So. Carolina	130 In our regional and state seminars, the participants are campaign workers and candidates for public office.	Citizenship education workshops are a practical introductory course to public affairs, including study of the political process and how to use it to achieve change.
Fla. State	Sept., 1966 ✓	Weekend	Jacksonville, Fla.	57	
So. Caro. "	Nov., 1966 ✓	Weekend	Frogmore, So. Caro.	62	
La. State	Dec., 1966	Weekend	Plaquemine, La.	58	

TITLE	DATE	DURATION	LOCATION	PARTICIPANTS	DESCRIPTION
3) Citizenship Education (cont'd.) Key Counties Fla., La., So. Caro.	Jan.-July 1967	1 Day	30 Key counties in Fla., La. and So. Carolina	50 Political activists were trained in each county.	Described on Page One.
4) Voter Registration Conferences	May, 1966 Nov., 1966	1 Day 1 Day	Tallahassee, Fla. Plaquemine, La.	64 46 Citizen-leaders interested in conducting voter registration campaigns.	Conferences dealt with essentials of getting unregistered voters on the registration books. Emphasis was on canvassing, transportation, follow-up and use of voting machines.
5) Community Organization	July, 1966	5 Days	Baltimore, Md.	125 Citizen-leaders	Problems of community organization were discussed using the case-study method and emphasizing organizing principles including community analysis, management of conflict and operational strategies.
6) Co-operative Structure and Management	July, 1966	1 Day	Jackson, Miss.	100 Citizen-leaders of the Poor Peoples Corp.	Workshop provided indigenous leaders with an introduction to the structure, problems and administration of co-operatives.
TRAINING TRAINERS INSTITUTES	Feb., 1967 Apr., 1967 Apr., 1967	Weekend " "	Wappinger Falls, NY Beacon, N.Y. Linwood, N. J.	60 Citizen-leaders " "	Training Trainers Institutes trained active community leaders to develop emerging leaders in their communities.

4/27/67

6/3/67

BACKGROUND
NORTH ATLANTIC TRAINING TRAINERS SERIES

In February and April, 1967, we conducted weekend workshops for experienced citizen leaders who desired more knowledge on how to train emerging community activists. The participants were taught training techniques and effective ways of setting up one-day training seminars. The citizen-trainers, utilizing the staff and training resources of SEDFRE, are sponsoring the seminars on the chart below.

The series has two main objectives. First, to develop a cadre of thirty to forty citizen-trainers who will work with local organizations in developing their leadership and membership in terms of self-awareness, political awareness, and community work skills. Secondly, to broaden SEDFRE's training efforts in the North Atlantic region of our country.

DATE	PLACE	TITLE	DESCRIPTION
5/20/67	Baltimore, Md.	Citizenship Education	Study of structure, functions, and personalities of American political parties. Other issues include constitutional conventions, campaigning, etc.
7/22	Albany, N. Y.		
7/29	Boston, Mass.		
5/27	Boston, Mass.	Community Organization	Study of community action and group dynamics. Emphasis on citizen involvement and management of conflict.
7/15	Bronx, N. Y.		
6/3	Syracuse, N. Y.	Welfare Rights	Study of welfare laws and regulations. Emphasis on the rights of the clients and techniques of setting up welfare groups.
6/10	Hempstead, N. Y.		
7/22	Mt. Vernon, N. Y.		
6/17	Southampton, N. Y.	Community Problems	Study provides instruction on police-community relations, housing, employment, education, health and welfare. State and Federal laws are studied for their proper application to local problems. Important community action cases are studied for their value in devising general principles for solving problems and achieving goals.

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150 Nassau Street, New York, New York 10038

DATE	PLACE	TITLE	DESCRIPTION
6/10/67	Springfield, Mass.	Sensitivity Training	Focuses attention on individual small group and large organizations' problems in community decision-making and action. Aim is to promote more effective analysis and action in organizations. The basic subject matter is the immediate behavior of the participants.
6/24	Bronx, N. Y.		
8/19	Syracuse, N. Y.		
8/5	Rochester, N. Y.	Public Housing	Study of housing problems including getting government to accept responsibility for housing low income groups; increases in public housing, local ownership and control of slums, subsidies for rehabilitation at rents people can afford, etc.
8/12	Providence, R. I.	Leadership Techniques	Objective is to increase the work skills of the participants. Topics include how to set up and run an organization, how to define goals, how to minimize conflict and maximize agreement, how to recognize and influence those in positions of power.
8/26	Amityville, N.Y.	Poverty Programs	Study of federal and federally aided public programs designed to help the poor.
9/8-10	Beacon, N. Y.	Training Trainers Seminar	The cadre of citizen-trainers and selected citizen leaders will attend a weekend workshop designed to cover the following topics: community analysis, urban problems, techniques of developing leaders and members of local organizations.

6/5/67

MOBILE WORKSHOP SERIES

GEORGIA

DATE	PLACE	TITLE	
July 28-30, '67	Atlanta	Sensitivity Training	A*
Aug. 25-27	"	Citizenship Education	B*
Sept. 22-24	"	Community Problems	C*
Oct. 27-29	"	Leadership Techniques	D*

MARYLAND - VIRGINIA - WASHINGTON, D. C.

Oct. 20-22	Alexandria, Va.	Sensitivity Training	A*
Nov. 17-19	"	Citizenship Education	B*
Dec. 15-17	"	Community Problems	C*
Jan. 19-21, '68	"	Leadership Techniques	D*

*Description

A. Sensitivity Training - Focuses attention on individual, small group and large organizations' problems in community decision-making and action. Aim is to promote more effective analysis and action in organizations. Basic subject matter is the immediate behavior of the participants.

B. Citizenship Education - Practical introduction to public affairs including discussion of the functions and ways of influencing city, county and state governments; policies, platforms and personalities of American political parties. It provides training in methods of effective organization and campaigning.

C. Community Problems - Provides instruction on police-community relations, housing, employment, education, health and welfare. Relevant local state and federal laws are studied with emphasis on how local groups can qualify for and utilize public programs. Important community action cases are studied in order to devise general principles for solving problems and achieving goals.

D. Leadership Techniques - Objective is to increase the work skills of the participants. Topics include: 1) how to set up and run an organization; 2) how to define goals; 3) how to minimize conflict and maximize agreement; 4) how to recognize and influence those in positions of power.

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Completed Workshop Schedules

6/3/67
7/24/67 Rev. A.

BACKGROUND
NORTH ATLANTIC TRAINING TRAINERS SERIES

In February and April, 1967, we conducted weekend workshops for experienced citizen leaders who desired more knowledge on how to train emerging community activists. The participants were taught training techniques and effective ways of setting up one-day training seminars. The citizen-trainers, utilizing the staff and training resources of SEDFRE, are sponsoring the seminars on the chart below.

The series has two main objectives. First, to develop a cadre of thirty to forty citizen-trainers who will work with local organizations in developing their leadership and membership in terms of self-awareness, political efforts in the North Atlantic region of our country.

DATE	PLACE	TITLE	DESCRIPTION
5/20/67	Baltimore, Md.	Citizenship Education	Study of structure, functions and personalities of American political parties. Other issues include constitutional conventions, campaigning, etc.
7/22/67	Bronx, N.Y.		
7/29/67	Boston, Mass.		
8/19/67	Mount Vernon, N.Y.		
5/27/67	Boston, Mass.	Community Organization	Study of community action and group dynamics. Emphasis on citizen involvement and management of conflict.
7/15/67	Mount Vernon, N.Y.		
6/3/67	Syracuse, N.Y.	Welfare Rights	Study of welfare laws and regulations. Emphasis on the rights of the clients and techniques of setting up welfare groups.
6/10/67	Hempstead, N.Y.		
6/17/67	Mount Vernon, N.Y.		
6/17/67	Mount Vernon, N.Y.	Community Problems	Study provides instruction on police-community relations, housing, employment, education, health and welfare. State and Federal laws are studied for their proper application to local problems. Important community action cases are studied for their value in devising general principles for solving problems and achieving goals.

DATE	PLACE	TITLE	DESCRIPTION
6/10/67	Springfield Mass.	Sensitivity Training	Focuses attention on individual small group and large organizations' problems in community decision-making and action. Aim is to promote more effective analysis and action in organizations. The basic subject matter is the immediate behavior of the participants.
6/24/67	Bronx, N.Y.		
7/30/67	Bronx, N.Y.		
8/5/67	Bronx, N.Y.	Public Housing	Study of housing problems including getting government to accept responsibility for housing low income groups; increases in public housing, local ownership and control of slums, subsidies for rehabilitation at rents people can afford, etc.
8/12/67	Long Island (Nassau & Suffolk Counties)	Leadership Techniques	Objective is to increase the work skills of the participants. Topics include how to set up and run an organization, how to define goals, how to minimize conflict and maximize agreement, how to recognize and influence those in positions of power.
8/26/67	Boston, Mass	Urban Renewal	Focuses attention on the flexibility of urban renewal housing, the laws and funds available. Attention will be given to sweat equity housing and funding arrangements.
9/8-10	Beacon, N.Y.	Training Trainers Seminars	The cadre of citizen-trainers and selected citizen leaders will attend a weekend workshop designed to cover the following topics: community analysis, urban problems, techniques of developing leaders and members of local organizations.

6/3/67
7/24/67 Rev. A.
8/29/67 Rev. B.

BACKGROUND
NORTH ATLANTIC TRAINING TRAINERS SERIES

In February and April, 1967, we conducted weekend workshops for experienced citizen leaders who desired more knowledge on how to train emerging community activists. The participants were taught training techniques and effective ways of setting up one-day training seminars. The citizen-trainers, utilizing the staff and training resources of SEDFRE, are sponsoring the seminars on the chart below.

The series has two main objectives. First, to develop a cadre of thirty to forty citizen-trainers who will work with local organizations in developing their leadership and membership in terms of self-awareness, political efforts in the North Atlantic region of our country.

DATE	PLACE	TITLE	DESCRIPTION
5/20/67	Baltimore, Md.	Citizenship Education	Study of structure, functions and personalities of American political parties. Other issues include constitutional conventions, campaigning, etc.
7/22/67	Bronx, N.Y.		
7/29/67	Boston, Mass.		
8/26/67	Mount Vernon, N.Y.		
5/27/67	Boston, Mass.	Community Organization	Study of community action and group dynamics. Emphasis on citizen involvement and management of conflict.
7/15/67	Mount Vernon, N.Y.		
6/3/67	Syracuse, N.Y.	Welfare Rights	Study of welfare laws and regulations. Emphasis on the rights of the clients and techniques of setting up welfare groups.
6/10/67	Hempstead, N.Y.		
6/17/67	Mount Vernon, N.Y.		
6/17/67	Mount Vernon, N.Y.	Community Problems	Study provides instructions on police-community relations, housing, employment, education, health and welfare. State and Federal laws are studied for their proper application to local problems. Important community action cases are studied for their value in devising general principles for solving problems and achieving goals.

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150 Nassau Street, New York, New York 10038

DATE	PLACE	TITLE	DESCRIPTION
6/10/67	Springfield Mass.	Sensitivity Training	Focuses attention on individual small group and large organizations' problems in community decision-making and action. Aim is to promote more effective analysis and action in organizations. The basic subject matter is the immediate behavior of the participants.
6/24/67	Bronx, N.Y.		
7/30/67	Bronx, N.Y.		
11/11-13/67	Norma, N.J. (Region)		
8/12/67	Long Island (Nassau & Suffolk Counties)	Leadership Techniques	Objective is to increase the work skills of the participants. Topics include how to set up and run an organization, how to define goals, how to minimize conflict and maximize agreement, how to recognize and influence those in positions of power.
9/67 thru 11/67	Public/Community Housing	Roxbury, Mass. (Boston, Mass.)	Series of ten workshops on housing problems including getting government(s) to accept the responsibility for housing low income groups, and particularly to increase public/community housing, local and cooperative ownership, with emphasis on community involvement. Attention will be focused on the flexibility of urban renewal housing, the laws and funds available through government and or cooperative ownership.
10/20-22/67	Norma, N.J.	Training Trainers Seminar	The cadre of citizen-trainers and selected citizen leaders will attend a weekend workshop designed to cover the following topics: community analysis, urban problems, techniques of developing leaders and members of local organizations.

Scholarship, Education and Defense Fund for Racial Equality, Inc.

150 Nassau Street, New York, New York 10038

DATE	PLACE	TITLE	DESCRIPTION
9/22-24/67	Hauppague, N.Y.	Police Community Lab	Members of the Nassau and Suffolk Counties Police Department will participate in a "Model Total Community" laboratory experience. Sensitivity training will be utilized through small and large group sessions, in addition micro-labs techniques will bring about human confrontation between people in the community and law enforcement officers.

DATE	PLACE	TITLE	DESCRIPTION
9/8-10	Hauppague, N.Y.	Police Community Lab	Members of the Nassau and Suffolk Counties Police Department will participate in a "Model Total Community" laboratory experience. Sensitivity training will be utilized through small and large group sessions, in addition micro-labs techniques will bring about human confrontation between people in the community and law enforcement officers.
10 /20-22	Norma, New Jersey	Sensitivity Training	Focuses attention on individual small group and large organizations' problems in community decision-making and action. Aim is to promote more effective analysis and action in organizations. The basic subject matter is the immediate behavior of the participants.

SEDFRE INTER-OFFICE MEMORANDUM

To: Marvin Rich August 25, 1967

From: Alice Teper

Re: Schedule of Completed Workshops

Attached is a schedule of the NATT series, all of which have been completed except for the last, which will take place next week-end. Also, a schedule of the Georgia and Maryland-Virginia-Washington, D. C. series, of which only one has been completed. Then I have attached an agenda of the School Board Seminar which would come under the classification of specialized seminars.

I know that this is not the way you want it (and I hear you cussing me out) but since I have practically not done any filing since I am in this department, it would take me a year and a day to find out about the number of participants per workshop, etc. I hope this will be of some help to you for the New York Foundation, and others.

SEDFRE WORKSHOPS COMPLETED FY SEPTEMBER 1, 1966 THROUGH AUGUST 31, 1967

TITLE	DATE	DURATION	LOCATION	PARTICIPANTS	DESCRIPTION
Specialized Seminars					
1) Citizenship Education					
Florida	Sept. '66	Weekend	Jacksonville	57 Participants are campaign	A practical introductory course to public affairs, including methods of campaigning and securing benefits fo the community.
So. Carolina	Nov. '66	Weekend	Frogmore	62 workers and candidates for	
Louisiana	Dec. '66	Weekend	Plaquemine	58 public office.	
Key Counties, Fla., La. & So. Carolina	Jan.-July 1967	1 Day	30 Key counties in Fla., La. and So. Caro.	Approx. 50 political activists were trained in each county, totaling 1,500 trainees	Same as above.
2) Sensitivity Training	Nov. '66	Weekend	Suffolk Co., NY	77 Citizen-leaders	Sensitivity training focuses attention on individual small group and organizational problems in community decision-making and action. The aim is to promote more effective group analysis and action
	Dec. '66	Weekend	Baltimore, Md.	68 Citizen-leaders	
	Jan.-July 1967	Weekend	New York City	50 Staff of Massive Economic Neighborhood Development (M.E.N.D.)	
	Aug. '67	1 Week	New York City	20 Staff of Strycker's Bay Neighborhood Council	
	Aug. '67	1 Week	Mississippi	50 Staff of Child Development Group of Mississippi	
	Aug. '67	1 Week	Mississippi	50 Board of Directors of C.D.G.M.	
3) Voter Registration Conference	Nov. '66	1 Day	Plaquemine, La.	46 Citizen-leaders interested in conducting voter registration campaigns.	Dealt with essentials of getting unregistered voters on books. Emphasis was on canvassing, transportation, follow-up and use of voting machines.
4) Welfare	Jan.-June 1967	72 Evening Sessions	New York City	20 Participants of Stryckers Bay Neighborhood Council/ Community Action Project	Organizational development and programming for Westside Welfare Recipients League

TITLE	DATE	DURATION	LOCATION	PARTICIPANTS	DESCRIPTION
5) School Board Seminar	Aug., '67	4 Days	Warrenton, Va.	35 Participants newly elected to Southern school boards	To acquaint participants with their responsibilities, duties, problems and sources of assistance as school board members.
6) Consultation on Training Designs	May, '67	5 Hours	New York City	10 Members of Board of Directors and staff of the Puerto Rican Community Development Corporation..	Defining the training needs and resources within the Corporation.
Mobile Leadership Series					
California	Nov.-Apr. 1966-67	6 Weekends	Camp deBenneville Pines, Angeles Oaks, Calif.	80 Community activists from California.	Seminars consisted of discussions on law, urban problems, community organization and leadership techniques.
Georgia	July 1967	1 Weekend	Sparta, Georgia	65 Community activists from Georgia	Series consists of weekend seminars on citizenship education, community problems, leadership techniques and sensitivity training.
Training Trainers Institute					
	Feb., '67	1 Weekend	Wappinger Falls, New York	77 Laboratory Training	These Institutes train active community leaders to develop emerging leaders in their communities
	Apr., '67	1 Weekend	Camp Linwood, N.J.	49 Training Citizen-Leaders to teach others	
	May, '67	1 Day	Baltimore, Md.	27 Citizenship education	
	May, '67	1 Day	Dorchester, Mass.	20 Citizenship education	

9-25-67

TITLE	DATE	DURATION	LOCATION	PARTICIPANTS	DESCRIPTION
TRAINING TRAINERS INSTITUTES	June '67	5 One day workshops	Syracuse, New York	47-Welfare Rights	
			Rockville Centre, New York	22-Welfare Rights	
			Springfield, Mass.	15-Sensitivity Training	
			Mt. Vernon, New York	35-Welfare Rights/Community Organization	
			Bronx, New York	33-Sensitivity Training	
	July '67	3 One day workshops	Mt. Vernon, New York	35-Community Organization	
			Dorchester, Mass.	37-Citizenship Education	
			Bronx, New York	20-Group Organization/ Sensitivity Training	
	Aug' 67	2 One day workshops	Southampton, New York.	39-Community Organization	
			Mt. Vernon, New York	30-Citizenship Education	

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY, INC. 9-25-67

CONTRACTS

CHILD DEVELOPMENT GROUP OF MISSISSIPPI

Date	No. of Days	Type of Service	Location
July 20-21, 1967	2	Staff Training	Jones, Sharkey, Issaquena Counties, Mississippi
August 4-6	6	Human Relations Seminar	
August 6-12	6	Area Staff and Area Council Training	
August 27 through September 1	5	Area Council Training	
September 5-10	6	Area Council Training	
September 12-27	13	Area Council Training	
Date to be set by C.D.G.M. pending decision on decentralization	12	Area Council Training	
	50		

SOUTHERN CONSUMERS' EDUCATION FOUNDATION

September 10-17	7	Community Development Laboratory (Cooperative Living)	Lafayette, Louisiana
Mid-December, 1967	5	Field Consultation	
Mid-January, 1968	7	Community Organization and Leadership Techniques	
	19		

THE HILL PARENTS GROUP

October 11-18	7	Community Development Laboratory (Power Conflict)	New Haven, Connecticut

MEMORANDUM

September 14, 1967

TO: Ronnie Moore

FROM: Marvin Rich

SUBJECT: Completed Workshops - Attached List FY 1966-67

I am attaching a list of workshops included during the past fiscal year. However, it is obvious incomplete, as it does not include CDGM or the Stryker's Bay program, and perhaps others. Could you quickly bring it up to-date so that we can include it in foundation proposals. We must send our proposal to the New York Foundation this week.

Attachment

SEDFRE WORKSHOPS COMPLETED FY 1966-67

TITLE	DATE	DURATION	LOCATION	PARTICIPANTS	DESCRIPTION
MOBILE LEADERSHIP SERIES					
California	Nov-Apr 66-67	6 Weekend workshops	Camp de Benneville Pines, Angeles Oaks California	80 Community activists from state of California	Series consists of weekend seminars on law, urban problems, community organization and leadership techniques.
Georgia	June-Oct '67	4 Weekend workshops	Sparta, Georgia	65 Community activists from state of Georgia	
SPECIALIZED SEMINARS					
1) Citizenship Education					
Florida state	Sept '66	Weekend	Jacksonville, Fla.	57 Participants are campaign workers and candidates for public office	A practical introductory cours to public affairs, including methods of campaigning and securing benefits for the community.
S. Carolina	Nov '66	Weekend	Frogmore, S. Car.	62	
Louisiana	Dec '66	Weekend	Plaquemine, La.	58	
Key counties Florida, Louisiana and S. Carolina	Jan-July '67	1 Day	30 Key counties in Florida, Louisiana and S. Carolina	Approximately 50 political activists were trained in each county, totaling 1,500 trainees	Same as above
2) School Board Seminar	August '67	4 Days	Warrenton, Va.	35 Participants newly elected to Southern school boards	Seminar for newly elected school board members on their duties and responsibilities and sources of assistance.
3) Welfare	Jan-June	72 Evening sessions	New York City	20 Participants Strycker's Bay Neighborhood Council, Inc/Community Action Project	Organizational development and programming for Westside Welfare Recipients League

TITLE	DATE	DURATION	LOCATION	PARTICIPANTS	DESCRIPTION
4) Sensitivity Training	Jan-July '67	1 Weekend April	New York City	50 Staff of Massive Economic Neighborhood Development	Focuses attention on individual small group and large organizations' problems in community decision-making and action. Aim is to promote more effective analysis and action in organizations. The basic subject matter is the immediate behavior of the participants.
		May	New York City	20 Staff of Strycker's Bay Neighborhood Council	
		August	Mississippi	50 Staff of Child Development Group of Mississippi	
		August	Mississippi	50 Board of Directors C. D. G. M.	
5) Community Development Laboratory	Sept '67	1 Week	Lafayette, La.	40 Community organizers Southern Consumer Education Foundation	Study of community action and group dynamics. Emphasis on citizen involvement and management of conflict.
6) Group Dynamics and Political Awareness	Sept '67	1 Weekend	Vicksburg, Miss.	30 C.D.G.M. Area Council representatives	Study of organizational development and an exploration of attitudinal and structural conflicts which prevent group cohesiveness.
7) Consultation on Training Designs	May '67	5 Hours	New York City	10 Members of the Board of Directors and staff of the Puerto Rican Community Development Corporation	Defining the training needs and resources within the Corporation.
TRAINING TRAINERS INSTITUTES	Feb '67	2 Days	Wappingers Fall, New York	77-Laboratory Training	Training Trainers Institutes train active community leaders to develop emerging leaders in their communities.
	Apr '67	2 Days	Camp Linwood, New Jersey	49-Training Citizen Leaders to teach others	
	May '67	1 Day	Baltimore, Md.	27-Citizenship Education	
	May '67	1 Day	Dorchester, Mass	20-Citizenship Education	

TITLE	DATE	DURATION	LOCATION	PARTICIPANTS	DESCRIPTION
TRAINING TRAINERS INSTITUTES	June '67	5 One day workshops	Syracuse, New York	47-Welfare Rights	
			Rockville Centre, New York	22-Welfare Rights	
			Springfield, Mass.	15-Sensitivity Training	
			Mt. Vernon, New York	35-Welfare Rights/Community Organization	
			Bronx, New York	33-Sensitivity Training	
	July '67	3 One day workshops	Mt. Vernon, New York	35-Community Organization	
			Dorchester, Mass.	37-Citizenship Education	
			Bronx, New York	20-Group Organization/ Sensitivity Training	
	Aug' 67	2 One day workshops	Southampton, New York	39-Community Organization	
			Mt. Vernon, New York	30-Citizenship Education	

SPECIALIZED WORKSHOPS

DATE	PLACE	PARTICIPANTS	TITLE	
Sept. 22-24, 1967	Plainview, L.I., N.Y.	Policemen and citizens of Nassau and Suffolk Counties.	Sensitivity Training	A*
Oct. 27-29	New Jersey	Selected citizen-leaders of the North-Atlantic region.	Sensitivity Training	A*
Nov. 17-19	New Jersey	Selected citizen-leaders of the North-Atlantic region.	Community Problems	B*
Dec. 1 - 3	New York City	Negroes, Jews and Puerto Ricans	Sensitivity Training	A*
Jan. 26-28, '68	New Jersey	Selected citizen-leaders of the North-Atlantic region,	Urban Renewal	C*

*** Description**

A. Sensitivity Training - Focuses attention on individual, small group and large organizations' problems in community decision-making and action. Aim is to promote more effective analysis and action in organizations. Basic subject matter is the immediate behavior of the participants.

B. Community Problems - Provides instruction on police-community relations, housing, employment, education, health and welfare. Relevant local state and federal laws are studied with emphasis on how local groups can qualify for and utilize public programs. Important community action cases are studied in order to devise general principles for solving problems and achieving goals.

C. Urban Renewal - Study of housing problems including getting government to accept responsibility for housing low income groups, increases in public housing, local ownership and control of slums, subsidies for rehabilitation at rents people can afford, formation of poor peoples' housing corporations and similar endeavors.

Scholarship, Education and Defense Fund for Racial Equality, Inc.
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9-25-67

1967 SCHEDULE OF TRAINING ACTIVITIES
(Workshops, Consulting Assignments, Etc.)

DATE	DURATION	LOCATION	ACTIVITY	PARTICIPANTS
September				
1-7	7 Days	Jackson, Miss.	Training Consultation	20 CDGM Staff members
8-10	Weekend	Vicksburg, Miss.	Specialized workshop on group dynamics and political awareness	30 CDGM area council repres.
10-17	7 Days	Lafayette, La.	Community development laboratory	40 SCEF cooperative organizrs
12-28	16 Days	Jackson, Miss.	Training Consultation	30 CDGM area council repres.
22-24	Weekend	New York City	Police-Community Relations laboratory	6 Police offers of Nassau and Suffolk Cos. and 20 young Negro adults

MOBILE WORKSHOP SERIES

GEORGIA

DATE	PLACE	TITLE	
Nov. 10-12, '67	Covington	Community Problems	A*
Dec. 8-10	Covington	Leadership Techniques	B*

VIRGINIA - WASHINGTON, D. C.

DATE	PLACE	TITLE	
Nov. 10-12	Alexandria	Community Relations	C*
Dec. 8-10	Alexandria	Citizenship Education	D*
Jan. 12-14, '68	Alexandria	Community Problems	A*
Feb. 9-11	Alexandria	Leadership Techniques	B*

ALABAMA

DATE	PLACE	TITLE	
Jan. 19-21, '68	Montgomery	Community Relations	C*
Feb. 16-18, '68	Montgomery	Citizenship Education	D*
Mar. 22-24	Montgomery	Community Problems	A*
April 19-21	Montgomery	Leadership Techniques	B*

*Description

A. Community Problems - Provides instruction on police-community relations, housing, employment, education, health and welfare. Relevant local state and federal laws are studied with emphasis on how local groups can qualify for and utilize public programs. Important community action cases are studied in order to devise general principles for solving problems and achieving goals.

B. Leadership Techniques - Objective is to increase the work skills of the participants. Topics include: 1) How to set up and run an organization; 2) how to define goals; 3) how to minimize conflict and maximize agreement; 4) how to recognize and influence those in positions of power.

C. Community Relations - Focuses attention on individual, small group and large organizations' problems in community decision-making and action. Aim is to promote more effective analysis and action in organizations. Basic subject matter is the immediate behavior of the participants.

D. Citizenship Education - Practical introduction to public affairs including discussion of the functions and ways of influencing city, county and state governments; policies, platforms and personalities of American political parties. It provides training in methods of effective organization and campaigning.

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SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY, INC. 10-19-67

CONTRACTS

CHILD DEVELOPMENT GROUP OF MISSISSIPPI

Date	No. of Days	Type of Service	Location
July 20-21, 1967	2	Staff Training	Jones, Sharkey, Issaquena Counties, Mississippi
August 4-6	6	Human Relations Seminar	
August 6-12	6	Area Staff and Area Council Training	
August 27 through September 1	5	Area Council Training	
September 5-10	6	Area Council Training	
September 12-27	13	Area Council Training	
Date to be set by C.D.G.M. pending decision on decentralization	12	Area Council Training	
	50		

SOUTHERN CONSUMERS' EDUCATION FOUNDATION

Date	No. of Days	Type of Service	Location
September 10-17	7	Community Development Laboratory	Lafayette, Louisiana
November 26-December 2	7	Training Trainers	
Mid-December, 1967	5	Field Consultation	
Mid-January, 1968	7	Community Organization and Leadership Techniques	
	26		

THE HILL PARENTS ASSOCIATION

Date	No. of Days	Type of Service	Location
November 1 - 8, 1967	7	Community Development Laboratory	New Haven, Connecticut

SEDFRE COMPLETED WORKSHOPS - OCTOBER 1967

TITLE	DATE	LOCATION	PARTICIPANTS	DESCRIPTION
Community Development & Leadership Techniques	10/3-5/67	New York City	25 M.E.N.D. Community Organizers.	Emphasis placed on self awareness group dynamics, training indigenous leaders & techniques & methods of community group functions.
Self-Awareness & Community Development	10/27-29/67	Norma, New Jersey	Community Activists from North Atlantic Region	Focus attention on small group and large organization to promote more effective analysis & action in organization.

SEDFRE COMPLETED WORKSHOPS - NOVEMBER & DECEMBER 1967

TITLE	DATE	LOCATION	PARTICIPANTS	DESCRIPTION
Community Development Laboratory	11/1-8/67	Pawling, New York	Hill Parent Association-New Haven, Conn.	Aim: to promote more effective analysis and action in organizations Basic subject matter is immediate behavoir of participants.
Today TV Show	11/6/68	NBC Studio New York City	SEDFRE Employees	Sensitivity Training-Demonstration
Community Problems	11/10-12/67	Atlanta, Georgia	Community Activists from state of Georgia	Instruction on police-community relations, housing, employment education, health, & welfare. Study of local & federal laws which aid public programs.
Training Trainers Session	11/27-12/18/67	Jackson, Miss.	C.D.G.M. Personnel, and Community Activists from six counties in Mississippi.	Motivate & stimulate community Activists in the training program. Help trainees examine socio-economic problems of their counties, define their training needs.

SEDFRE COMPLETED WORKSHOPS - JANUARY 1968

TITLE	DATE	LOCATION	PARTICIPANTS	DESCRIPTION
Sensitivity Training	1/19-21/68	Alabama	Board of Directors and staff of South-west Alabama Farmers Co-op.	Promote better understanding among participants. Dealt with interpersonal problems and organizational development.
Community Organization	1/22-26/68	Lafayette, La.	SCDP Staff	Problems in community organizing, define needs and how to make contacts etc.

SPECIALIZED WORKSHOPS

DATE	PLACE	PARTICIPANTS	TITLE	
Sept. 22-24, 1967	Plainview, L.I., N.Y.	Policemen and citizens of Nassau and Suffolk Counties.	Sensitivity Training	A*
Oct. 27-29	New Jersey	Selected citizen-leaders of the North-Atlantic region.	Sensitivity Training	A*
Nov. 17-19	New Jersey	Selected citizen-leaders of the North-Atlantic region.	Community Problems	B*
Dec. 1 - 3	New York City	Negroes, Jews and Puerto Ricans	Sensitivity Training	A*
Jan. 26-28, '68	New Jersey	Selected citizen-leaders of the North-Atlantic region.	Urban Renewal	C*

* Description

A. Sensitivity Training - Focuses attention on individual, small group and large organizations' problems in community decision-making and action. Aim is to promote more effective analysis and action in organizations. Basic subject matter is the immediate behavior of the participants.

B. Community Problems - Provides instruction on police-community relations, housing, employment, education, health and welfare. Relevant local state and federal laws are studied with emphasis on how local groups can qualify for and utilize public programs. Important community action cases are studied in order to devise general principles for solving problems and achieving goals.

C. Urban Renewal - Study of housing problems including getting government to accept responsibility for housing low income groups, increases in public housing, local ownership and control of slums, subsidies for rehabilitation at rents people can afford, formation of poor peoples' housing corporations and similar endeavors.

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SEDFRE COMPLETED WORKSHOPS - FEBRUARY 1968

TITLE	DATE	LOCATION	PARTICIPANTS	DESCRIPTION
Citizenship Education	2/1-8/68	Louisiana	Community Activists (Local Black leaders students etc)	Recruiting community activists for political action. Discussion on how to run a campaign, organize, etc.
Community Change Institute	2/12-14/68	Birmingham, Alabama (Miles College)	263 College freshmen students, faculty members & community leaders.	Sensitivity training, management of conflicts, principles of organizing, personal growth and organizational techniques.
Political Education	2/13-16/68	Sumter, S.C.	Community Activists from three counties.	Emphasis on the importance of participation in political life of the community state and nation.
Precinct Structure	2/18-24	Kingstree, S.C.	Precinct Leaders & community Activists Williamsburg ,Midway Salters & Greeleysville Counties.	The importance of precinct organization, structure of precinct, duty of officers, parliamentary procedure political strategy planning.

SEDFRE COMPLETED WORKSHOPS - MARCH 1968

TITLE	DATE	LOCATION	PARTICIPANTS	DESCRIPTION
Self Awareness Community Development	3/1-3/68	Norwich, Conn.	Hartford Community activist - (CRT, CUE)	Emphasis on open awareness in expression for community leadership in action, effective analysis, and community decision making.
Welfare Rights	3/14/68	Hempstead, N.Y.	Nassau County Community Activists & Welfare Recipients	How to organize & mount a campaign for cash, benefits, & minimum standards. Fair hearing procedures, legal techniques & strategies.
Political Education	3/5-23/68	Florida (Jefferson & Leon Counties)	Precinct leaders, Comm. Activists, Jeff.Cnty. voters League Board Members.	The importance of precinct organization, structure of precinct, how to organize, duties of officers, political strategy planning.
Human Relations Seminar	3/19-21/68	Lafayette, La.	All SDCP Organizers in state of Louisiana.	Emphasis on learning through participation and observation , supplemented by analytical session.
Citizenship Education	3/19-21/68	Kingstree, S.C.	Community Activists from three counties.	Precinct organization, and participation in the political life of the community state & nation emphasized.
Precinct Workshop	3/21/68	Trio, S.C.	Community Activists from Williamsburg County.	Structure of the precinct, how to organize, duties of officers, Parliamentary procedure & political strategy planning.
Registration Workshop	3/28-30/68	Lanes & Salters, S.C.	Community Activists from Williamsburg County N.C.	
Inter group Relations Seminar	3/29-31/68	Pawling, N.Y.	Negroes Jews Puerto Ricans & other community activists from Westchester County.	Focuses attention on small group interaction between participants of various ethnic groups, to promot better inter-group relations in community interaction.

SEDFRE COMPLETED WORKSHOPS - APRIL 1968

TITLE	DATE	LOCATION	PARTICIPANTS	DESCRIPTION
In-Service Staff Training	4/4-11/68	Bronx, New York	South Bronx Concentrated Employment Program Staff.	Aim: to develop good working relations between staff members, increa self awareness, & organizational efficiency.
Political Education	4/5-12/68	Indiantown, Cades Nesmith, & Kingstree, S.C.	Community Activists Precinct Captains & precinct workers	Parliamentary procedure, how to organize a precinct effectively, how delegates are selected, duties of precinct captain, poll manager, political strategy.
Staff Development	4/19-24/68	Edwards, Miss.	SCDP organizers from Miss. & Tennessee. SWAFCA.	Primary focus on individual development through increased self-awareness & effective use of leadership techniques.
Self Awareness & Organizational Development.	4/25-28/68	Capahosic, Va.	Southern Tier Employment Council.	Focuses attention on interaction among participants to promote and improve relationship, & enhance the community and organization of their work.

SEDFRE COMPLETED WORKSHOPS - MAY 1968

TITLE	DATE	LOCATION	PARTICIPANTS	DESCRIPTION
Self Awareness Community Development & Leadership Training	5/4-5/68	Wading River, N.Y.	Suffolk County Dommunity Activists	Explore methods & resources for community action on L.I., build cohesiveness between groups attempting to promote social change.
Community Problem Solving	5/10-11/68	Meriden, Conn.	CUE,CRT, & Community activist from Hartford, Conn.	Explore differences & increase an awareness in order to bring about collaboration & mutual respect between groups promoting social change.
Poor People's Campaign	5/10-6/29/68	Washington, DC..	Participants of Poor Beople's Campaign Freedom School Teachers Washington Residents	Type of workshops: Non-Violent Education, Build & Talk, Orientation sessions, Sensitivity Training, Community Change Institutes, Skill Development, Inter-group Developmen & Analytical Sessions.
Training Marshals' for PPC	5/18/68		New York City	Training prospective Puerto Rican marshal's in non-violent civil disobedience as a tactic, functions of marshals etc..
Organizational Development	5/24-26/68	Greenwood, Miss.	Management & Board of Greenwood Co-op.	Problem solving, political awareness Policy making, & self awareness.

SEDFRE COMPLETED WORKSHOPS - JUNE 1968

TITLE	DATE	LOCATION	PARTICIPANTS	DESCRIPTION
Self Awareness & Organizational Development	6/3-8/68	Springfield, Mass.	Northern Educational Service staff.	Emphasis placed on organizational techniques, welfare rights, personal growth, group cohesiveness, & negotiations & political awareness.
Community Development	6/14-16/68	Bridgehampton, New York	Suffolk Cnty. Human Relations Commission Staff & Community activists.	Focuses attention on group interaction between participants of various ethnic & occupational backgrounds.
Self Awareness Health In Action.	6/19/68	Cincinnati, Ohio	Graduate Dept. of Planning Agency personnel in health planning program.	Need for education for action-self & community awareness & responsibilities .

JULY 1968

TITLE	DATE	LOCATION	PARTICIPANTS	DESCRIPTION
Negotiations	7/2/68	New York City	Newark, N.J. New Careers Field Organizers.	Focuses attention on basic negotiation skills.

Leadership Development Program

In the past year, SEDFRE provided training and technical assistance to the participants in the Poor People's Campaign. The Southern Christian Leadership Conference was its major sponsor and controlled the decision making process, but SEDFRE and numerous other groups provided significant supporting functions. (Special report which gives SEDFRE's analysis of the campaign and description of training services is available).

Technical assistance within the past year included: consultation with Southern Cooperative Development Program, Federation of Cooperatives, Center for Urban Ethics, Child Development Group of Mississippi, Northern Educational Services, Newark New Careers Program, SEDFRE's Newark Welfare Project, American Institute for Free Labor Development, Georgia Council on Human Relations, Suffolk County Human Relations Commission, New Jersey Community Action Training Institute, and many local organizations in Louisiana, South Carolina, Florida, Georgia, New York, Ohio, Massachusetts, Connecticut, Mississippi, Alaabama, Rhode Island, New Jersey and California.

The requests for materials, research, analysis and solution, bibliographies of publications,films, and assistance were numerous.

TABLE OF SIGNIFICANT EXAMPLES OF TECHNICAL ASSISTANCE

GROUP	DESCRIPTION OF TECHNICAL AID
Design for Urban Education	Served as resource person on Welfare rights, and 1967 Social Security Amendments.
Law Students Civil Rights Research Council (LSCRRC)	Evening seminars at Rutgers for 40 students.
Greater Newark Council of Churches	Helped develop content and format of a churchmens' seminar.
Essex County Chapter, Council of Jewish Women & League of Women Voters.	Conducted seminars for membership of both groups on Public Welfare- detail special needs with a view toward legislative remedies for groups to work on as a program.
Black Convention (United Brothers Of Newark)	Prepared legislative plank for convention candidates on welfare issues.
Extension Center in Social Welfare (Rutgers University)	Helped develop format of a 12 week seminar on Citizen Participation in community life.
VISTA Volunteers Neighborhood Aides New Careers trainees	Provided training on a supervised day by day basis at Welfare Rights Project office
Newark Pre-School Council	Provided basic information on welfare rights & budget computation to approxi-15 to 20 neighborhood groups of head-start mothers.
Careers Oriented Toward Preparation for Employment (COPE)	In-service training for staff working with high-school drop-outs,e.g. sessions on welfare rights & youth employment
Center for Urban Ethics Community Renewal Team Of Greater Hartford Church Of The Good Shepherd	Plan training design for series of workshops to be held in the Hartford Connecticut, community.

Significant Examples of Technical Assistance

GROUP	DESCRIPTION OF TECHNICAL AID
South Carolina Voter Education Project	Helped to develop format for precinct planning for Voter Education series.
Northern Education-Massachusetts Center for Urban Ethics-Connecticut	Develop format for setting up Leadership Training Institutes.
Executive Council of the Episcopal Church	Resource person at meeting of Regional Training Coordinators. Expertise in training strategy and decision making.
Council on Foundations, Inc.	Resource person at 19th Annual Conference Expertise in Self awareness & group dynamics.
Southern Tier Employment Council	Develop Training Design for 4 day workshop.
Jefferson County Voters League (Florida)	Resource person - Expertise in sensitivity training, group dynamics. (Board of directors)
Southern Cooperative Development Program and co-op affiliates, e.g. SWAFCA, Grand Marie Co-ops, Greenwood Co-op	Board of Directors - Expertise in Sensitivity Training, Policy Making, Problem Solving & Political Awareness.
American Institute for Free Labor Development	
New Jersey Community Action Training Institute.	Writing a case study on "The appointment of a Black Superintendent of Education.
New Jersey Community Action Training Institute	Develop Curriculum for N.J. CATI's Community Leadership Program.
South Bronx Concentrated Employment Program Suffolk County Human Relations Commission Suffolk County Self Help Program	Develop training design for series of workshops.

SEDFRE-COMPLETED WORKSHOPS - AUGUST 1968

TITLE	DATE	LOCATION	PARTICIPANTS	DESCRIPTION
Welfare Rights	8/5-14/68	Suffolk County, N.Y. (Amityville, Central Islip, Gordon Heights, Huntington, Riverhead, South Hampton)	People for Adequate Welfare, members and Suffolk County Community actitists.	How to organize & mount a campaign for cash benefits, and minimum standards. Fair hearing procedures, legal techniques and strategies.
Race and Education	8/7-9/68	Albany, New York	150 educators in the State Education Department.	Emphasis on the real issues involving education & race relations, using sensitivity methods, forcing them to face issues and come up with action.
Political Strategy	8/14-18/68	New York City	Young Puerto Rican Confrontation Project	Focused attention on group cohesion, Provided the necessary skills to confront the Democratic Platform Committee in Washington, and mass demonstration (30 to 40 young adults) for the National Democratic Convention in Chicago.
Industry & Social Change	8/23-25/68	Tarrytown, N.Y.	23 Consultants & Coordinators American Airlines	Attention focused on the coordinating and counseling to be done to work with the hard core unemployed persons to be employed by American Airlines, giving them the skills and possible attitudes to create an effective relationship.
Human Relations Seminar	8/22-24/68	Talahassee, Florida	25 Citizen leaders from Tallahassee, Fla.	Focuses attention on small group interaction between participants, and learning through participation and observation, to enhance the community and organization of their work.

SEDFRE
SCHEDULE OF WORKSHOPS
September - November 1968

DATE	TITLE	LOCATION	DESCRIPTION	TRAINER (S)
September 13-15/68	Community Development	Rock-Goshen, Mass.	The principles of community development regarding organization, education & action will be taught. Ways of identifying & developing community resources will be illustrated.	Henry G. Smith, Jr. David Helper Andy Flores
September 13-15, 68	Community Relations	Gainesville, Fla.	Study of how community groups can collaborate to achieve mutual goals. Sensitivity development will be achieved through an exploration of attitudes & ideologies that lead to conflict.	Spiver W. Gordon
September 20-24/68	Leadership Techniques	Tampa, Florida	Study of how organizations work and group processes particularly decision making and leadership development. Skills necessary for effective community leadership will be reviewed.	Spiver W. Gordon
September 21-22/68	Organizational Development & Cooperative Board Leadership	Atlanta, Georgia	Board members of the Federation of Southern Cooperative will be taught principles of cooperatives cooperative and organizational development. Additional attention will be given to the duties responsibilities & functions of effective policy making. Brief introduction to the relationship of politics to the cooperative movement will be another element of the curriculum.	Ronnie M. Moore

EDFRE
Schedule of Workshops
September - November 1968

DATE	TITLE	LOCATION	DESCRIPTION	TRAINER (S)
September 24, 1968	Political Development	Bronx, New York	Under contract from New Jersey Community Action Training Institute, SEDFRE will teach welfare rights leaders how to participate in the American political system beginning at the precinct level.	Henry G. Smith, Jr.
September 27-29/68	Political Development	Tallahassee, Fla.	Study of campaign techniques and strategies, voter registration drives, political organization, and 1968 presidential election.	Spiver W. Gordon
September 27-29/68	Sensitivity & Skill Development	Camp Linwood New Jersey	The participants of the Newark New Careers Program will diagnose their skill needs through introspection. Training will be geared to skill development via role playing and video tape.	Ronnie M. Moore David Helper Henry G. Smith, Jr. Andy Flores
September 27-29/68	Organizational Development	Lexington, Miss.	Study of administrative principles of cooperatives for the Board of Directors of Mileston Co-op.	Edward L. Cole
October 6-11/68	Community Change	Minneapolis, Minn.	Study of how Methodist ministers can become involved in social movements. Techniques of social change will be taught.	Henry G. Smith, Jr.

DATE	TITLE	LOCATION	DESCRIPTION	TRAINER
October 18-20/68	Economic Development	Hartford, Conn.	Community activists will be taught how to develop businesses and economic power bases. Hartford leaders will define their economic problems.	Henry G. Smith, Jr. David Helper Bert Lee
November 7-8/68	Community Change	Washington, D.C.	Training and technical assistance on group and program development for the Black Catholic Caucus of Roman Catholic Priests.	Father A.J. McKnight Shirley Lacy Edward L. Cole John Zippert Henry G. Smith, Jr. Ronnie M. Moore
November 15-16/68	Economic Collaboration	Hartford, Conn	Businessmen, educators, and representatives of power bases that influence ghetto life will review an analysis of Hartford economic conditions. Participants will explore ways of collaboration.	Henry G. Smith, Jr. Ronnie M. Moore

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164 Madison Avenue
New York, N.Y. 10016
(212) 532-8216

9/4/68

SEDFRE
SCHEDULE OF WORKSHOPS
OCTOBER - NOVEMBER 1968

DATE	TITLE	LOCATION	DESCRIPTION	TRAINER
October 13-16/68	Welfare Rights and Leadership Development	Brunswick Inn, New Brunswick, N.J.	A Residency Program sponsored by New Jersey Community Action Training Institute for members of Welfare Rights' Organizations active throughout New Jersey. Particular emphasis will be placed on the role of the individual in learning his rights and the methods by which be begins to gain them.	Shirley Lacy and recipient leaders and organizers from Newark, Englewood, Camden and New York City.
October 18-20/68	Economic Development	Hartford, Conn.	Community Activists will be taught how to develop businesses and economic power bases. Hartford leaders will define their economic problems.	Henry G. Smith, Jr. Bert Lee
October 18-20/68	Citizenship Education	Atlantic City, N.J.	Community activists in Atlantic City will be taught training and Community Organization skills enabling them to prepare the community for the November 6, Referendum.	David Helper Shirley Lacy Andrés Flores
November 1-3/68	Sensitivity Training	Princeton, N.J.	Community Action Program workers of New Jersey will be sensitized in preparation for the statewide leadership programs.	David Helper Elliot Dubinsky
November 7-8/68	Community Change	Washington, D.C.	Training and technical assistance on group and program development for the Black Catholic Caucus of Roman Catholic Priests.	Father A.J. McKnight Shirley Lacy Edward L. Cole John Zippert Henry G. Smith, Jr. Ronnie M. Moore

Scholarhsip, Education & Defense Fund For Racial Equality, Inc.
164 Madison Avenue
New York, N.Y. 10016

10/15/68

SEDFRE
Schedule of Workshops
October - November 1968

DATE	TITLE	LOCATION	DESCRIPTION	TRAINER
November 11-22/68	Statewide Leadership Program	Asbury Park, N.J.	Community Action Program workers of New Jersey, undergo an intensive ten (10) day training trainers in Community Organization and Organization Development skills.	David Helper Elliot Dubinsky & Consultants
November 15-16/68	Economic Collaboration	Hartford, Conn.	Businessmen, educators, and representatives of power bases that influence ghetto life will review an analysis of Hartford economic conditions. Participants will explore ways of collaboration.	Henry G. Smith, Jr. Ronnie M. Moore

REVISE

Schedule of Workshops
March - June 1969

DATE	TITLE	LOCATION	PARTICIPANTS	DESCRIPTION	TRAINER(S)
3/31/69	Community organization	Englewood, N.J.	Local SEDFRE Staff - Englewood.	Organizers will be briefed to the technical aspects fo the urban renewal program for Englewood with emphasis on the Project Area Committee.	Shirley Lacy Pamela McCoy
4/2/69	Community Organization	Englewood, N.J.	Local SEDFRE Staff - Englewood.	Through role playing and group discussions organizers will develop procedures for field visits.	Shirley Lacy Pamela McCoy
4/3/69	Organizational Development	Englewood, N.J.	Local SEDFRE Staff - Englewood.	Follow-up to April 2. Staff assignments. Methods for reporting back to supervisors.	Shirley Lacy Pamela McCoy
4/8/69	Organizational Development	Albany, New York	N.Y. State Civil Service (Task Force)	Participants will do goal setting for their task force committees.	Henry G. Smith, Jr.
4/9/69 EVERY WED	Communications Workshop $50 per session 4-9/16/23/30 5/7-14-21-28	Manhattan Country School - N.Y.	Parents of Students in School	The exploration of attitudes and developing parental understanding of ethnic differences toward promoting a pluralistic society.	David Helper
4/11-12	Planning & Program Design	Niagara Falls, N.Y.	Director, Board & Staff of Friendship House	Determine training needs & set training dates. (Board, staff and community).	Henry G. Smith, Jr.
4/16	COMMUNICATIONS WORKSHOP	MANHATTAN COUNTRY SCHOOL - N.Y.	SEE ABOVE	SEE ABOVE	DAVID HELPER
4/18	Community Change	Brooklyn, N.Y.	Brooklyn College Students	Jews, Negros, & Puerto Ricans will take a hard look at the "Problems of racial & religious prejudice."	Henry G. Smith, Jr. Joel Cohen Andres Flores

Scholarship, Education & Defense
Fund for Racial Equality, Inc.
164 Madison Avene
New York, New York 10016
(212) 532-8216

4/14/69

edule of Workshops
arch - June 1969
Page - 2

DATE	TITLE	LOCATION	PARTICIPANTS	DESCRIPTION	TRAINER(S)
4/18-20	Parent/Teacher Communication Program.	Norwich Inn Norwich, Conn.	Parents & Teachers of P.S. 29, Bronx.	Emphasis on participants getting to know each other, thus creating an atmosphere in the school allowing parents & teachers to work togehter more effectively.	David Helper Andres Flores Robert Cross Blanca Torres Henry G. Smith, Jr. ~~Sylvia Martin~~
4/22	Organizational Development	Albany, New York	N.Y. State Civil Service (Task Force)	Task force members will work with the commissioner ~~to develop~~ further change within their state structure.	Henry G. Smith, Jr.
4/23	COMMUNICATIONS WORKSHOP	MANHATTAN COUNTRY SCHOOL - N.Y	SEE PREVIOUS	SEE PREVIOUS	DAVID HELPER
4/25-27	Board Training	New York (Tentative)	Governing Board - Two Bridges School District		Shirley Lacy David Helper Henry G. Smith, Jr.
4/30	Communication Workshop	New York City	Parents of Manhattan Country School Children.	The exploration of attitudes and developing parental understanding of ethnic differences toward promoting a pluralistic society.	David Helper
5/2-4	BOARD TRAINING	TO BE DETERMINED	BOARD MEMBER OF TWO BRIDGES SCHOOL DISTRICT	TEAM BUILDING, SKILLS DEVELOPMENT AND STRATEGY PLANNING	DAVID HELPER
5/7	Communication Workshop	New York City	Parents of Manhattan Country School Children		David Helper
5/14 5/21 5/28	COMMUNICATIONS WORKSHOP "	MANHATTAN COUNTRY SCHOOL - N.Y.C "	SEE PREVIOUS "	SEE PREVIOUS "	DAVID HELPER "
~~12~~-6/29	Community Development	Springfield, Mass.	Core City Center staff	Equip staff members in Springfield, with tools to deal with the complexities confronted by change agents toward fruitful community action.	Henry G. Smith, Jr.
6/29	Community Change Specialists Training.	Bethel, Maine	Community Change Agents (National)	Participants will learn basic s scientific knowledge for change agentry.	Henry G. Smith, Jr. (NTL - Associate Trainer)

4/14/69

Schedule of Workshops - May - 1969
Edward L. Cole

DATE	TITLE	LOCATION	PARTICIPANTS.	DESCRIPTION	TRAINER(S)
5/1/69	Co-op Philosophy and Principles	Black Hawk Elementary school - Carrolton Mississippi	Community Leaders	(three hours)	Edward L. Cole
5/2-4	Program Development	Memphis, Tenn.	"Members of the Invaders"	(Weekend Seminar) Attention will be focused on black awareness and program development.	Edward L. Cole Spiver W. Gordon
5/5-7	Staff Development	Alabama	SWAFCA Field Specialists	Emphasis will be placed on community organization and training skill development.	Edward L. Cole
5/8-9		Alabama	SWAFCA Shed Foreman - County Clerks	Discussion Leader Development	Edward L. Cole
5/10		Alabama	SWAFCA (all field staff)		Edward L. Cole
5/12-14		Selma, Alabama		Material Development	
5/15-16	Planning	Selma, Alabama	FOSC Trainers and SWAFCA Discussion Leaders	Special study of SWAFCA activities and project schedule orientation	Edward L. Cole John Zippert Spiver Gordon Jim Jones
5/16-18	Director Development	Selma, Alabama	SWAFCA Board of Directors		Edward L. Cole John Zippert Spiver W. Gordon
5/19-23	Membership Education	SWAFCA Membership in Perry, Greens, Hale, Sumter, Choctaw counties - Ala.	200 SWAFCA members	(Night Classes) - Emphasis on how a cooperative works - the responsibilities of the members, etc.	(Training Team) Edward L. Cole
5/24-30	Membership Education	SWAFCA Membership in Dallas, Lowndes, Monroe, Wilcox and Marengo Counties Alabama.	200 SWAFCA Members.	(Night Classes) Emphasis on how a cooperative works - the responsibilities of the members, etc.	(Traning Team) Edward L. Cole

ge - 2
Schedule of Workshops - May 1969
Edward L. Cole

DATE	TITLE	LOCATION	PARTICIPANTS	DESCRIPTION	TRAINER(S)
May 31 June 1			100 SWAFCA Members	(Two Day Conference) Emphasis on; welfare, farmer co-ops, credit unions, politics.	Edward L. Cole

Neighborhood Action Institute
1700 Adams Street,
Gary, Indiana 46407

SCHEDULE OF WORKSHOPS - MAY, 1969

DATE	TITLE	LOCATION	PARTICIPANTS.	DESCRIPTION	TRAINER(S)
5/6-8	Staff Development	Gary Neighborhood House	CEP's outreach workers	3-day training workshops. Attention will be focused on sensitivity training and duties of outreach workers	Bob Jackson, Latanza Will Fred Minor and Hector Lopez
5/7	Youth Leadership Development	Gary Public Library	Youths/ Gary Youth Forum	(one hour) Introduction to training done by NAI of SEDFRE	Bob Jackson, Fred Minor
5/16	Youth Leadership Development	Gary Public Library	Youths/Gary Youth Forum	(3 hours) Introduction to training done by NAI of SEDFRE	Fred Minor, Latanza Will Hector Lopez
/17	Organization and leadership Development	CEP's Center A/1136 W 5th Avenue, Gary	CEP's Center Council members	(3-hour training session) Attention will be focused on getting the members to attend their meetings as well as the training sessions, then to help them see their role as CEP's Center Council members.	Fred Minor, Latanza Will Hector Lopez
5/21	Youth Leadership Development	Gary Neighborhood House	Diablos (neighborhood gang)	Introduction of training done by NAI of SEDFRE, get them to take a look at themselves and what they're doing.	Bob Jackson, Fred Minor Latanza Willis, Hector Lopez
5/23-25	Organization and leadership Development	Gary Aldering House	Staff and youths of summer program	Bring about a better understanding between adults and youth, unity of whole staff, change of attitute towards gangs, understanding of Blacks for Whites and vice versa.	Bob Jackson, James Felder Latanza Willis, Fred Mino Hector Lopez
5/23,26	Staff Development	Gary Neighborhood House	Executive staff of CEP and outreach workers	Bring about a better understanding and iron out hang ups that exist between outreach workers and executive staff of Concentrated Employment Program	Bob Jackson, Fred Minor Latanza Willis, Hector Lopez

SCHEDULE OF WORKSHOPS

MONTH JULY [1969] STAFF ASSOCIATE LEADERSHIP DEVELOPMENT STAFF PAGE # ONE OF PAGES # TWO

DATE	TITLE	LOCATION	PARTICIPANTS	DESCRIPTION	TRAINER(S)
6/26-7/29	Community Change Specialists Training Lab.	Bethel, Maine	Community Change-Agents (National Training Laboratories)	Participants will learn the skills and knowledge to function effectively as change-agents	Hank Smith with NTL Staff
1-2	Community & Group Development Lab	NYU - School of Education	Teachers, paraprofessionals and supervisory personnel in Education Professional Development Act Summer Training	Efforts will be made to improve communication skills and to explore racial and class attitudes related to the team relationship and teaching of the disadvantaged child	David Helper Joyce Richar son
3	Citizenship Education	Jefferson School, Gary, Indiana	Spanish-speaking residents of Metro-Corps (Anti-Poverty Program)	Introduction and group discussion on workings of Gary city government	Hector Lopez Carmen Morez
8-9	Personal Growth Lab	Friar Tucks Coffee House 1709 West Ridge Road Gary, Indiana	CYO (white members) Catholic Youth Organization	Awareness training to counteract racial polarization. Attempts will be made to provide participants with cultural background information on Black history	Hector Lopez Fred Miner Latanza Will
10	Citizenship Education	Jefferson School, Gary, Indiana	Spanish-speaking residents of Metro-Corps	Continuation of workwhip on Gary city government	Hector Lopez Carmen Morez
11	Organizational Development Lab	900 Madison Street Gary, Indiana	Concentrated Employment Program Outreach Workers	Emphasis on the techniques of reaching and working with the hard-core unemployed with emphasis on information training	Hector Lopez Fred Miner Latanza Will
11-13	Organizational Development	FSC Office, Atlanta, Ga.	13 Board Members, Federation of Southern Cooperatives	Information and Board Training	Gene Pinkney Spiver Gord
15-16	Personal Growth Lab	Friar Tucks Coffee House 1709 West Ridge Road Gary, Indiana	CYO (white members)	A continuation of workshop on racial polarization using the techniques of sensitivity training.	Hector Lopez Fred Miner
17-19	Organizational Development	1254 Central Street Beaumont, Texas - Percy Dixon	10 Board Members, Power Inc. (Federation of Southern Cooperatives)	Board development and Group Identity	Spiver Gordo

SCHEDULE OF WORKSHOPS

NTH JULY STAFF ASSOCIATE LEADERSHIP DEVELOPMENT PAGE # TWO OF PAGES # TWO

DATE	TITLE	LOCATION	PARTICIPANTS	DESCRIPTION	TRAINER(S)
18-26	Organizational Development Lab	702 Shenandoah Avenue, N.W. Roanoke, Virginia 24011	Neighborhood Organization and Target Area Leaders of Total Action Against Poverty (Anti-Poverty)	The objectives are to assist the participants in greater self-understanding especially in the areas of identity in segregated and intergrated situations and to give them greater awareness of skills to develop with community organization	David Helpe
17	Citizenship Education	Jefferson School, Gary, Indiana	Spanish-speaking residents of Metro-Corps (Anti-Poverty)	Continuation of workshop on Gary city government	Hector Lop Carmen Mo
23-25	Organizational Development Lab	Thomas Barnwell, P.O. Box 106 Hilton Head, South Carolina	7 Board Member of Federation of Southern Cooperatives	Duties and functions of the Board	Spiver
24	Community and Group Development Lab	NYU - School of Education	Teachers, paraprofessionals and supervisory personnel in EPDA Summer training	Follow-up workshop on role identity, interaction and school community relations	Joyce Richa son and o other
25	Organizational Development Lab	900 Madison Street Gary, Indiana	CEP Outreach Workers	Techniques of reaching the hard-core unemployed with emphasis on community skills	Hector Lop Fred Miner Latanza
30-31	Organizational Development Lab	George Henry Tallahassee, Florida	13 Board Members-Federation of Southern Cooperatives	Membership Loyalty and Duties of the Board	Spiver Gord

MONTH: September, 1969

SCHEDULE OF WORKSHOPS

DATE	TITLE	LOCATION	PARTICIPANTS	DESCRIPTION	TRAINER(S)
Sept. 2	Co-op Community Development	Bronx, New York	Tenants of Crotona Park East	Building the Cooperative Membership	Andres Flores
Sept. 3-4	Membership Loyalty and its effect on the Budget	West Batesville Farmers Co-op Office Batesville, Mississippi	Board of Directors	2-day session. Emphasis on planning a budget for the 4 month period - Sept.-January. The Board will be given the task of designing a one-year membership education program.	Edward Cole
Sept. 3-5	Leadership Development	Gainesville, Florida	9 Board members; 4 Advisory Committee members-Neighborhood Association	Duties, Responsibilities and Functions of Board Members; Advisory Committee Role	Spiver Gordon
Sept. 5-6	Proposal Writing	Tutwiler, Mississippi	Board of Directors of Tallahatchie Co. Co-op League	1 1/2 day session. Participants will be given a format for writing proposals and participate in the actual drafting of the Co-ops' first appeal for assistance.	Edward Cole
Sept. 8	Co-op Community Development	Bronx, New York	Tenants of Crotona Park East	Building the Cooperative Membership	Andres Flores
Sept. 8-10	Board Development	Bushnell, Florida	12 Board Members Sumpter County Farmers Co-op	Duties, Function, Responsibility and Decision-Making for Board Members	Spiver Gordon
Sept. 8-12	Community Development	Prairie, Mississippi UNA Community Center	UNA Community Adult Citizens	5 afternoon and evening sessions. Co-operative Education Board Membership Development Community Action Leadership Development Community Organization	Edward Cole John Zippert Bruce Baines John Perkins
Sept. 9	Organization Development	Albany, New York	27 New York State Civil Service Employees (Task Force)	Continuation of program to develop greater awareness of problems faced by minority group personnel in civil service	Hank Smith
Sept. 11-13	Board Development	Palmetto, Florida	10 Board Members Mana Hill Co-op	Training will focus around the method by which the Board establishes goals and program direction	Spiver Gordon

DATE	TITLE	LOCATION	PARTICIPANTS	DESCRIPTION	TRAINER(S)
Sept. 15	Co-op Community	Bronx, New York	Tenants of Crotona Park East	Building the Cooperative Membership	Andres Flores
Sept. 15-18	Community Organization	Hartford, Connecticut	Field work staff Community Renewal Team	Diagnosis and analysis of field work activities related to community development programs	David Helper Shirley Bryant
Sept. 17-19	Board Development	Frogmore, South Carolina	7 Board Members	Development of community work skills in decision-making and program planning	Spiver Gordon
Sept. 19-20	Group Building Lab.	New York University, Institute for Developmental Studies, Dept. of Education	Teachers and supervisory staff of selected New York City schools	Communications' skills; problem-solving techniques	David Helper Shirley Bryant
Sept. 21-26	Citizenship Education	Kenner, Louisiana	Community leaders and high school students	How to deal with 1) geographic zoning of public schools; 2) how to organize for political action	Edward Cole
Sept. 22	Co-op Community Development	P.S. 98 Bronx, New York	Tenants of Crotona Park East	Building the Cooperative Membership	Andres Flores
Sept. 22-27	Organizational Development	Niagara Falls, New York	Board of Friendship House	Morning workshops designed to help Board Members define their role and function on issues related to community change	Hank Smith Shirley Bryant
Sept. 23-25	Community Organization	Hartford, Connecticut	Fieldwork staff, Community Renewal Team	Evaluation of community organization efforts, goal setting, strategy planning	David Helper Shirley Bryant
Sept. 24-26	Group Building Lab.	Shelton, South Carolina	7 Board Members	Duties and functions of Co-op Board Members	Spiver Gordon
Sept. 29- Octo. 4	Organizational Development	Niagara Falls, New York	Staff of Friendship House	Daily workshops in techniques of implementing a community outreach program	Hank Smith

TRAINING SCHEDULE FOR SEPTEMBER, 1969

DATE	TITLE	LOCATION	PARTICIPANTS	DESCRIPTION	TRAINER (S)
9/4	"How to Raise Money"		WRO Mothers of East Chicago, Ind.	training workshop on how to raise money for the WRO Mothers' organization.	Latanza Willis, Fred Minor, Robert Jackson and Hector Lopez
9/10	Staff development	900 Madison St., Gary	CEP-Outreach Workers	staff development, awareness of self and community	Robert Jackson, Fred Minor Hector Lopez & Latanza Willis
9/12	Conflict Utilization	Gary Neighborhood House, 1700 Adams St., Gary	A.F.D.C. Mothers of Gary	Conflict Utilization	Fred Minor, Hector Lopez, Robett Jackson and Latanza Willis
9/4	meeting	Gary Neighborhood house, 1700 AdamstSt. Gary	Board Members of Model Cities/ Metro Corps proposal	Meeting of Board members, explaining in detail purpose of proposal and the responsibitities of each board member to the program and community.	Robert Jackson
9/22-24 -Oct. 1	Personal, Interaction and awareness	2425 Taft Street Gary, Indiana	West Side Christian Methodist Episcopal Church	Training workshop with youths only for personal interaction andawareness	Robert Jackson, Hector Lopez, Fred Minor and Latanza Willis
9/29- -Oct. 1	Personal interactionand awareness	2425 Taft St., Gary	West Side Christian Methodist Episcopal Church	Training workshop with adults only for personal interaction and awareness	NAI staff

SCHEDULE OF WORKSHOPS

ONTH OCTOBER, 1969 STAFF ASSOCIATE Leadership Development PAGE # 1 OF PAGES # 2

DATE	TITLE	LOCATION	PARTICIPANTS	DESCRIPTION	TRAINER(S)
1	Personal Growth and Self-Development	Christian Methodist Episcopal Church - 2425 Taft Street Gary, Indiana	Youth and adult members	Exploration of attitudes and awareness among church members of feelings existing in Black and Brown community	L. Willis, F. Minor, H. Lopez
1-2	Communications Lab	Pawling, New York	N.Y. State Civil Service Employees working in N.Y.C	Efforts will be made to explore intergroup and inter-departmental relationships to increase effectiveness in recruiting minority personnel	H. Smith
6-7	Program and Staff Evaluation	St. Mary's Community Services 514 W. 126th Street N.Y.C	Center Director and Staff	Follow-up of earlier training provided to group around program direction and staff roles	S. Lacy
7-11	Group Development Lab	Ruleville, Mississippi	Members of Sunflower County Coop	Participants will examine the coop philosophy with particular attention to developing leadership skills and building membership loyalty	E. Cole
9-10	Staff Development	CEP Mainstream, CEP Center C, Gary, Indiana	Staff of Concentrated Employment Program	Attitude exploration; techniques of working with the "hard-core" unemployed	L. Willis F. Minor H. Lopez
13	Training for Supervision	Syria, Va	CAP trainees of state-wide Virginia community action training programs working in supervisory capacities	Developing effective methods of supervising neighborhood workers; training for community leadership	H. Smith
13-14	Staff Development	CEP Centers A & B Gary, Indiana	Staff of Concentrated Employment Program	Attitude exploration; techniques of working with the "hard-core" unemployed	L. Willis F. Minor H. Lopez
14-16	Supervising Disadvantaged Employees for Effective Results	University of Richmond, Va.	25 middle and top managers from business and industry	Techniques of problem-solving, building strong employment relationships; team building	H. Smith R. Dunsing

ber, 1969 STAFF ASSOCIATE Leadership Development PAGE # 2 OF PAGES # 2

ATE	TITLE	LOCATION	PARTICIPANTS	DESCRIPTION	TRAINER(S)
15	Staff development	Gary, Indiana	Administrative Staff, Concentrated Employment Program	Increasing self-awareness with training focused toward personal growth and self-development. Problem identification, analysis and solutions.	L. Willis F. Minor H. Lopez
15-30	Organizational Development	to be selected	250 Employees, New York State Education Department, Division of Vocational Rehabilitation	Efforts will be made to bring together professional and clerical staff to identify and analyze problems of racism and to develop strategies to deal with it.	H. Smith F. Lugovinia
23	Effective uses of Human Resources	CEP Mainstream Gary, Indiana	CEP Senior Citizens	Exploration of problems related to the functioning of the older disadvantaged worker, his attitudes and awareness of of self	L. Willis F. Minor H. Lopez
24	Personal Growth Lab	CEP Center C Gary, Indiana	Staff of Concentrated Employment Program	Follow-up of previous workshop with staff on exploring attitudes found in working with the "hard core"	L. Willis F. Minor H. Lopez
24-26	Organizational Development	Memphis, Tenn.	Leaders of Community-based groups	Program development to implement plans for developing local potential training resources; skills training for community leadership	B. Jackson E. Cole
27-28	Staff Development	CEP Centers A & B	Staff of Concentrated Employment Program	Follow-up workshop in communications' skills, attitude exploration	L. Willis F. Minor H. Lopez
28	SEDFRE Urban Problems	Brotherhood-in-Action 560 Seventh Avenue New York, New York	SEDFRE staff, network trainers, selected community leaders	1st of a 3-part lecture-discussion series on the labor movement, its history and rationale with particular emphasis on the contribution of slavery and the industrial revolution to current discriminatory practices.	Tom Brooks, Labor Historian W. Lockett S. Lacy

NOVEMBER 1969

SEDFRE SCHEDULE OF WORKSHOPS

DATE	TITLE	LOCATION	PARTICIPANTS	DESCRIPTION	TRAINER (S)
Oct. 29-30	Group Development Lab	Brotherhood-in-Action - 560 7 Ave. N.Y.C.	70 State Employees Div. of Vocational Rehabilitation	Emphasis will be placed on reinforcing lines of communication within a multi-ethnic agency to promote better team effort	H. Smith R. Kahn S. Lacy
November					
3	Community Organization	Carthage, Miss.	Activist members of Leake Co. Movement for Progress	Training will focus on techniques of organizing a Buying Club as an Economic Alternative	E. Cole
8-9	Personal Growth Lab	Roxbury, N.Y.	15 Parents of Manhattan Country School	Efforts will be made to identify, analyze and develop techniques for dealing with racism in both internal and external situations	D. Helper H. Smith
10	Urban Problems Seminar-the Contemporary Labor Movement - Part 2	Brotherhood-in-Action-560 7 Ave. N.Y.C.	SEDFRE Staff, Network Trainers, Community Change-Agents	Provision of information and data to persons involved in Community Training and/or Leadership Functions	Guest Labor Consultant W. Lockett S. Lacy
10-11	National Council of Negro Women	Washington, D.C.	100 Chapter Presidents Program and Membership Chairmen, National Council of Negro Women	To develop within the Leadership Group increased awareness and skills for promoting relevant organizational change	10 SEDFRE Staff
13-14	Leadership Development Lab	Hartford, Conn.	Field Staff, Community Renewal Team	Identifying Community Problems and the ways in which agency staff relates to them	D. Helper S. Bryant

SCHEDULE OF WORKSHOPS

DATE	TITLE	LOCATION	PARTICIPANTS	DESCRIPTION	TRAINER (S)
14-17	Board Development	Lawrence County, Miss.	Leake Co. Education and Recreation Assoc.	Problem identification, analysis and strategy planning	E. Cole
17	A.Philip Randolph Inst., Human Relations Course	N.Y. Ethical Culture Society, 2 W. 64th St.	90 Teachers from N.Y.C. School System	Participants will work i 6 encounter groups focusing on prejudice	S. Bryant, H. Smith R. Kahn, S. Waldman, D. Helper, R. Moore
18	Urban Problems Seminar	Brotherhood-in-Action	SEDFRE Staff, Network Trainers, Community Change-Agents	Final session of Labor series-Coalition and Legislative Programming	Guest Consultant, W. Lockett S. Lacy
18	Leadership Development	Mott Haven Community Center 375 E. 143 St. Bx.	Staff of Grass Roots Community Organizations from Hunts Point, So. Bronx, Morrisania	Developing effective techniques for mobilizing and organizing the community for social action	S. Lacy S. Bryant A. Flores H. Smith
19-20	Group Development Lab	New York City	70 State Employees Div. of Vocational Rehabilitation (1 of 4 groups)	Improving Communications skills among professional agency personnel	H. Smith R. Kahn S. Lacy
19-21	Leadership Developship Lab	Hartford, Conn.	Field Staff, Community Renewal Team	Application of Goal Setting, Decision-Making and problem solving techniques to assigned field tasks	D. Helper S. Bryant
23	Direction for Universities	Brooklyn College	Faculty and Students of Brooklyn College	Explore ways and means in which coalitions of students and faculty can work in this changing society	J. Cohen H. Smith

Mss
546 SEDFRE

Afro-Americans for Progress. Dillard University, 1967-1968

Box 22
Folder 13

State Historical Society of Wisconsin

Please Retain Original Order

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NOV 30 1967
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Afro-Americans for Progress
Committee on History
Dillard University Box 344
November 27, 1967

12/3/67
Alice I did my best
I mailed some literature
and sources
Pres.

Scholarship Education and Defense Fund
c/o Ronnie Moore
150 Nasseau Street
New York, New York

Dear Sir:

Our organization, the Afro-Americans for Progress, is sponsoring a Black Arts Festival. This festival will be held during Negro History week, March 11-17 and will take place on the Dillard University campus in New Orleans, Louisiana. During this week emphasis will be placed on the contributions to the Arts by Black people in the areas of music, art, literature, poetry, drama, and History.

Our committee is responsible for planning the workshop on History. Any information or material that you can suggest or refer us to that is related to black historians or history about Black people will be greatly appreciated.

We would appreciate it tremendoulsly if you will let us know whether or not you will be able to assist us in this area. Please send all information to the following address:

Afro-Americans for Progress
c/o Dave Dennis
Dillard University Box 344
New Orleans, Louisiana 70122

We hope to hear from you within the next two or three weeks if possible. Thank you for your consideration.

Dave Dennis, for the Afro-
Dave Dennis/lcd
Americans for Progress

DD/lcd

AFRO-AMERCIANS FOR PROGRESS
Dillard University
New Orleans, Louisiana 70122

DEC 4 1967

28 November 1967

Dear Ronnie,

The members of the Afro-Amercians for Progress at Dillard are presently working hard to sponsor a Festival of Afro-Amercians Arts to be held during "Negro " History Week, February 11-17,1968.

The enclosed material will give you a better idea of what the project is about.

We would like for you to serve as a resource person in the Negro Histoy Workshops which are presently scheduled for Thursday, February 15,1968. Please inform us of the types of material you intend to use (films, recordings,slides,etc.).

The group is in need of other resource people and financial aid. If you can help us in any way please do not hesiate to inform us.

Please write soon.

Yours,

David Dennis

Mr. Ronnie Moore
c/o Scholarship, Education and Defense Fund
150 Nassau Street
New York, New York

January 8, 1968

Mr. David Dennis
Afro-Americans for Progress
Dillard University
New Orleans, Louisiana 70122

Dear Dave:

Sorry I'm so late in answering your letter, but I have been out of the office running training sessions, most of the time. I hope Preston Wilcox contributed something that will help make your Festival of ~~Afrom~~-Americans Arts, a success.

The only thing we have that we could make available would be films. I am enclosing a list of films; the one checked (x) are the ones we have and we would be happy to send them to you for previewing.

I sincerely regret that I will not be able to serve as a resource persons as it conflicts with a commitment I made some time ago. However, I will be very happy to offer a small honorarium, or travel expenses for someone like Aretha Castle Haley, if she would agree to participate.

Yours in freedom,

Ronnie M. Moore
Director, Leadership Development

RMM:at
Enc.

P.S. Your letter of the 15th just received, Ronnie is not here and I think the above answers what you want to know.

A. Teper
Secretary to Mr. Moore

JAN 17 1968

Festival of Afro-American Arts
Dillard University Box 344
New Orleans , Louisiana 70I22
January 15, I968

Ronnie Moore
c/o Scholarship, Education and Defense Fund
I50 Nassau Street
New York , New York

Dear Ronnie,

The members of the Afro-American for Progress at Dillard University are sponsoring a Festival of Afro-American Arts February I2-I8,I968.

One of the main programs of the festival will be a presentation on " Negro " History. When I was working with you SEDE had a collection of films on " Negro History " by Ossie Davis. If you still have these films we would like to borrow them for our festival. If you do not have them please inform us as to where we can get them.

In our last letters to you we extended an invitation for you to attend the festival and participate in the workshops on " Negro " History. This invitation is still offered. If you will be able to attend please inform us as soon as possible.

Please answer soon.

Thank you for your co-operation.

Yours,

Dave Dennis

David Dennis

Festival of Afro-American Arts
Dillard University Box 344
New Orleans, Louisiana 70122
Jan. 25, 1968

Alice Teper
SEDF
150 Nassau Street
New York, New York 10038

JAN 31 1968

Dear Mrs. Teper,

Very happy to receive your helpful response. We're interested in a number of the films. The ones we'd like are:

African Musicians ✓
The Blues —
y Omolawe: The Child Returns Home ✓ / Ship the film
y Our Country, Too ✓
Slavery ✓
Under the Black Mask
x Nothing But a Man ✓ WED.

We really hope they'll all be available. In any case, we'd appreciate your sending as many as possible as soon as possible so that we can preview them.

John O. Killens has agreed to participate for a small honorarium and traveling expenses. As you know, we don't have the funds to cover even this. Since, Aretha Haley has agreed to participate free, could SEDF pay Killens' transportation and honorarium? This would be a big help to us. Again, since time is so short, we'd like to hear from you about this as soon as possible.

Many thanks for your cooperation and prompt attention

Yours,

Dave Dennis

RT

Fisk University
Nashville, Tenn
$100.00

air travel
+ ground
transportation

February 1, 1968

Mr. David Dennis
Afro-Americans for Progress
Dillard University - Box 344
New Orleans, Louisiana 70122

Dear Dave:

SEDFRE is happy to assist members of the Afro-Americans for Progress, at Dillard University, in sponsoring a Festival of Afro-American Arts on February 12-18, 1968.

I am sending Mr. John Oliver Killens of Fisk University in Nashville, a check for $192.20 which includes an honorarium of $100 plus round trip plane fare and $25 for miscellaneous expenses.

Under separate cover I am sending you the following films:

Free At Last
New Mood

I sincerely regret that we are not able to rent "Nothing But A Man" at this time because the rental fee is $50 per day. I am looking forward to the day when we have enough money to buy this film so that we can make it available to groups like yours free of charge.

Good luck to you and keep me up-to-date.

Peace,

Ronnie M. Moore

RMM:at

February 2, 1968

Mr. John O. Killens
Fisk University
Nashville, Tennessee

Dear John:

Dave Dennis has written me regarding your agreement to participate in the Festival of Afro-American Arts Program on February 12-18. We, in turn, have agreed to some financial support and so a check is enclosed for you which covers an honorarium of $100 plus round trip fare (coach plane) from Nashville to New Orleans and $25 for miscellaneous.

We would like to help more, but we ourselves are waiting for commitments that have not yet come through.

The Festival sounds like it should be very interesting and I know you will help to make it more so. Good luck.

Sincerely,

Ronnie M. Moore
Director, Leadership Development

RMM:at
Enc. - ck. #1875

March 6, 1968

Mr. David Dennis
Afro-Americans for Progress
Dillard University - Box 344
New Orleans, Louisiana 70122

Dear Dave:

It was very nice seeing you at the VEP conference in New Orleans. I hope we get together again soon.

Please let me know when the documentary on John O. Killens' presentation at the Festival of Afro-American Arts is ready. Have you finished the evaluation of the Festival as yet? I would like to see a copy when you have it finished. Also, have you sent our films back yet?

It seems like I am reminding you of a few things to be done, but it's hard for me to shake my job training.

Please write and do take care.

Sincerely,

Ronnie M. Moore

RMM:at

In February, 1967, a group of concerned students at Dillard University realized that there was a great deal lacking in the performance of the Black college student. They saw the need for increased identification that would further self development and encourage creative potentials among Black students. As a result of this concern and other contributing factors, these students established an organization known as the Afro-Americans for Progress. The expressed purpose of this group is to provide the mediums thru which the Dillard University student may become more fully developed thru this new self awareness, Afro-American idenity, and overal education. In this way, the student is further able to participate in the community and society.

FESTIVAL OF AFRO-AMERICAN ARTS

In keeping with the above purpose, the Afro-Americans for Progress have taken on as one of its priorities this year, the establishment of a Festival of Afro-American Arts.

THE FESTIVAL WILL SEEK TO:

- Encourage Black students to learn, to discover and to appropriate rich portions of their heritage long neglected or purposely overlooked.
- Showcase professional and pre-professional young Afro-American artist in both the graphic and the performing arts.
- Endeavor to fulfill the moral obligation to bridge the cultural chasm between Black people in America and other parts of the world.
- Stimulate further interest in the arts on the part of students who have been under exposed to their own art and artists, and to foster further self-expression and creativity among Black students.

To these ends we establish this Festival of Afro-American Arts to be held the week of February 11-17, 1968, which is traditionally known as "Negro History Week."

Although this Festival is principally sponsored by the Afro-Americans for Progress with the cooperation of other clubs and organizations in the Dillard Community and the greater New Orleans area, it is further designed to attract participants and visitors from our other sister colleges and universities throughout the South.

FESTIVAL OF AFRO_AMERICAN ARTS

TENATIVE PLANS

Monday - Tuesday, February 12-13

Monday will officially open the Festival. These two days will be devoted to an exploration of "Black" music. Workshops and discussions will be held during the day and live presentations of blues, gospel, folk and African music will be held during the evening hours. Professional and student artists will be used. (There will be "Coffee House" discussions every night).

Wednesday - Thursday - Friday, February 14-16

These three days will be devoted to literature, graphic arts, Cinema, African dances, plays and Afro-American History.

Workshops and discussions will be held on Afro-American contribution to literature, graphic arts, (African and Afro-American art exibition), and Afro-American History.

Plays, movies and African dances will be presented during the evenings. Semi-professional theatre groups and college players guilds are invited to participate.

The "Coffee House" will present short movies and other presentations pertaining to the program.

Saturday, February 17

This day will be devoted to jazz.

Workshops on jazz traditions of New Orleans will begin the program for the day.

Following the workshops a mock funeral, New Orleans style, will be held with one of the second line bands. This will be followed by a Jazz Festival featuring local jazz musicians.

The evening presentation will feature a **"big name"** jazz artist.

Sunday, February 18

The Festival will officially close with the key-note speaker at Vesper service at 4:30 p.m..

The above outline represents what we would like to present in the festival. Our job is to fill into the structure the necessary talent.

We extend an invitation to all to attend the Festival. Anyone who would like to actively participate in some phase of the project (art, music, workshops, etc.) please contact us at the following address.

FESTIVAL OF AFRO-AMERICAN ARTS

DILLARD UNIVERSITY - BOX 344

NEW ORLEANS, LOUISIANA 70122

DEC 4 1967

TENTATIVE PROGRAM PLANS
for the
FESTIVAL OF AFRO-AMERICAN ARTS

Sunday-Feb. 11
This day will officially open the Festival
Sunday Vesper - Keynote speaker
4:30 p.m,
Reception - in honor of the speaker and to officially begin Festival
Scheduled evening event - Dillard Player's Guild Production
"A Hand on the Gate"

Monday-Feb. 12
This day and the following will primarily be devoted to Music and Literature
Workshops (2) - discussions of relationships in Afro-American music
survey of Black works and authors
Scheduled evening events - Structured program pointing out the comparisons in Black blues and gospel music (performances inc
7:30 p.m.
Dramitic production

Tuesday-Feb. 13
There will be a duplication of Monday's program with allowance for presently unanticipated events.
The structured music program will compare Black folk and gospel music

Wednesday-Feb. 14
The emphasis for the next three day will be directed toward visual and graphic arts
Workshops (2) - survey of Afro-American and African art separately
4-5:30 p.m.
Scheduled evening events - Movie
7:30 p.m.
Program of performing African arts
Free Southern Theater Production

Thursday-Feb. 15
There will be a duplication of Wednesday's program with the following additions:
University Convocation - Keynote speaker
10:00 a.m.
additional workshop - survey and discussion of Black history
4-5:30 p.m.

Friday-Feb. 16
Complete duplication of Wednesday's program which will again allow room for presently unanticipated events.

Saturday-Feb. 17
This last day of the Festival will be devoted to Jazz.
Jazz Workshop - Informal discussion with Jazz performers
1-2:00 p.m.
Funeral March - participation in the traditional N.O. Second Line
2:30-3:30 p.m.
Jazz Festival - The first half of an over-all program designed to encourage campus talent and showcase local talent.
2:30-5:30 p.m.
Jazz Festival - Second half of the program designed to attract National and International Black performers.

DEC 4 1967

Afro- Amercians for Progress
Festival of Afro Amercian Arts
Budget Plan

Travel Expense	1,000.00
Local Musicans	1,500.00
Insurance on Paintings	500.00
Guard for Paintings	100.00
Refreshments	100.00
Major Entertainment	2,000.00
Film	500.00
Mailings	200.00
Printing Programs	800.00
Miscellaneous	500.00
Shipment of Art	500.00
	7,450.00

MSS
546 SEDFRE

American Jewish Committee
(Westchester County Chapter), 1967-1968

Box 22
Folder 14

State Historical Society of Wisconsin

Please Retain Original Order

Scholarship, Education
and Defense Fund, For Racial Equality, Inc
150 Nassau Street, Room 1030
New York, N. Y. 10038

May 26, 1967

MEMORANDUM

To: Ronnie Moore

From: Marvin Rich M.R.

Subject: Sensitivity Training Program, Mount Vernon

What is the state of the proposed sensitivity training program in Mount Vernon. This is the one proposed by Ruth Abraham. Potentiality here is very great but I also realize that it is also very tricky.

MR/lp

SEDFRE **INTER-OFFICE MEMO**

To: Marvin Rich June 9, 1967

From: Ronnie Moore

Subject: Sensitivity Training Program in Mount Vernon

I wrote to Ruth Abram (copy attached) about a month ago, but have not heard from her. I will call her and discuss time, place and participants, etc. for the Sensitivity Training Workshop involving representatives of the Negro and Jewish communities.

There are several problems involved.

RMM:at
Enc.

MEMORANDUM

October 11, 1967

TO: Ronnie Moore

FROM: Marvin Rich MR

SUBJECT: American Jewish Committee - Meeting on Wednesday, 10/11/67

I met with Harry Fleischer at the American Jewish Committee and Eugene Du Bow the Area Director for Westchester this morning on the proposed sensitivity training for Negro and Jewish leaders. It is clear that they would be willing to co-sponsor the workshop with us and we would be stuck only with the expenses of the Negro participants. I indicated you would call Mr. Du Bow shortly to arrange more specifically for the workshop.

Eugene Du Bow
Area Director for Westchester and
Upper New York State
American Jewish Committee
48 Mamaroneck Avenue
White Plains, N.Y. 10601
WH 8-5585

You would be interested to know that Ruth Abram got married recently and now works for Sarah Lawrence College.

May 12, 1967

Miss Ruth Abram
Sarah Lawrence College
Bronxville, New York

Dear Ruth:

I would like very much for you to keep me informed as to the progress of your project. Looking at long range goals, I find that some serious attention must be given towards getting members of minority groups to communicate with all classes, creeds and races. As general as the latter statement may seem, it is obvious to me that such communication is damn close to the "nitty gritty."

However, the idea of a T Group confrontation of Jews and Negroes is a step in the right direction and SEDFRE is ready to do something to develop it. Please keep us posted, let us know when you are ready for the T Group. We would like to help, if there is anything we can do in the interim.

Many thanks, it was very nice having you in the Series. Please keep in touch.

Sincerely,

Ronnie M. Moore
Director, Leadership Development

RMM:at

COPY

Westchester County Chapter

THE AMERICAN JEWISH COMMITTEE

48 Mamaroneck Ave., White Plains, N. Y. • WHite Plains 8-5585

October 30, 1967

RECEIVED
NOV 6 1967
SEDF

Mr. Marvin Rich, Executive Director
Scholarship, Education and Defense Fund
for Racial Equality, Inc.
150 Nassau St.
New York, N.Y.

Dear Marvin:

I have been wondering whether you forgot about our meeting regarding Mt. Vernon. If memory serves me, I believe you were to have Ronnie Moore contact me about setting up a program. Thus far, I haven't heard from him. Are you still interested? If so, I would appreciate a note or a call.

Best personal regards.

Cordially,

Gene

Eugene DuBow
Area Director

ED:ejr

Ronnie:
This is unpardonable.
Act now - let me know
details
Mar

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NATIONAL OFFICE

Institute of Human Relations • 165 East 56 Street, New York, N. Y. 10022

Call Shirley L. - Film - "No one to Help Us"

THE AMERICAN JEWISH COMMITTEE

Institute of Human Relations • 165 East 56 Street, New York, N. Y. 10022 • PLaza 1-4000 • Cable Wishcom, New York

November 2, 1967

Dear Friend:

We will have a showing of two brief films on job interviews and a film strip on American Negro history called "Crescendo," on Thursday, November 9, 1967 at 11:00 a.m. in the Screening Room on the 6th Floor of the American Jewish Committee, 165 East 56th Street, New York City.

The "Job Interview" films were produced by Dimension Films and consist of actual job interviews photographed with a hidden camera. "Crescendo" was produced by Friendship Press of the National Council of Churches.

The purpose of the "Job Interview" films is to help young people who are preparing for employment - especially disadvantaged - but they should also be useful for industry, youth-serving organizations and government.

Please let us know whether or not you will be able to attend as sitting capacity in our Screening Room is limited.

With all best wishes.

Sincerely yours,

Harry Fleischman

Harry Fleischman
Race Relations Coordinator

HF:eak

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MEMORANDUM

November 2, 1967

TO: Ronnie Moore

FROM: Marvin Rich M R

SUBJECT: American Jewish Committee - Negro-JewishSeminar

Please contact Eugene Du Bow [illegible] the American Jewish Committee, 48 Mamaroneck Avenue, White Plains, N.Y. 10601, WH 8-5585 with regard to the Negro-Jewish Seminar. It is important that a meeting be set up even though it maybe some time in the future.

assignment to Hank

SEDFRE

NOTES ON MEETING BETWEEN MR. HANK SMITH AND MR. EUGENE DUBOW OF THE AMERICAN JEWISH COMMITTEE REGARDING A POSSIBLE WORKSHOP FOR JEWS, NEGROES AND PUERTO RICANS IN MT. VERNOR OR NYACK, NEW YORK

November 8, 1967

Mr. DuBow - Feels that Nyack is a better target area than Mt. Vernon because the opposition in Mt. Vernon is not as reachable and therefore a workshop would not be as meaningful or constructive. Andy Norman, who lives in the area, is familiar with the problem. Nyack's population is 35% Negro. The Puerto Rican population,while sizable in Rockland County, is small in Nyack. For a long time Nyack did not have any community problems, because of a strong rural autocracy, but they are now beginning to have racial disturbances, and the community is now in a state of foment. There is a Commission for Human Rights in the county, also a CORE chapter, NAACP, who are all becoming involved in the problems, but there is no direction.

Mr. Smith - Are there any Black Nationalist groups?

Mr. DuBow - Not to my knowledge. The Jewish community is not well organized, and basically not involved. The downtown area is slum and while a lot of tearing down has taken place, not much has been done in the way of urban renewal. In otherwords, the customary displacement without providing enough new housing, that is cheap enough.

Nyack's Police Dept. is very anxious to have a sensitivity training program now because of their unfavorable reputation in the community with the minority groups.

Mr. Smith - Suggested a Police-Community Laboratory on the lines of the one SEDFRE ran out on Long Island and Mr. DuBow thought this an excellent idea.

Mr. DuBow - Why don't we think in terms of two seminars - the police-community for Nyack and the Negroes, Jews and P.R. for Mt. Vernon. Mr. DuBow talked about the school situation in Mt. Vernon. He mentioned that some of the young, top leaders in the AJC have good relations with the Negro leaders in Mt. Vernon.

Mr. Smith - Mentioned the evolving problem of Sarah Lawrence College in that it is finding itself in the middle of the Black community (ghetto).

Mr. DuBow - Mentioned Prof. B. Swanson of the Sarah Lawrence Institute of Community Status (Director) who he felt would be willing to cooperate in a workshop.

Mr. Smith - Would like to shoot for a rounded community representation; i.e., Black Nationalists, middle class Negroes, ghetto people, etc. The problem is, can we get a rounded Jewish community?

Mr. DuBow - The Jewish community of Mt. Vernon is leaving in droves, and the young Jewish couples are very transient. But I think we could get a rounded representation, mostly they are middle class,-because you don't have the extremes of very rich or very poor.

Mr. Smith - What are your feelings about a confrontation among Negroes, Jews and Puerto Ricans?

Mr. DuBow - I think it is worthwhile, but I do not feel it can result it much change as far as Mt. Vernon is concerned. They have a large conservative population which would not ~~[illegible]~~ participate, so that it would not be too meaningful. However, I feel optomistic about Nyack for such a confrontation, but pessamistic about Mt. Vernon.

Mr. DuBow - I would like you togget together with Joe Biggs, who is the new Commissioner for Human Rights of Rockland County, the office is in New City. Also, Mrs. DuBow who has very good contacts with the Negro community.

Mr. Smith - I expect to contact Mr. Biggs, but from past experience, I will probably get more information from Mrs. DuBow and Andy Norman.

Mr. DuBow - Mr. Biggs has government contacts which may or may not be important.

Mr. Smith - I will make arrangements to speak to Andy Norman and your wife. The best time for her would be a Saturday a.m. I would like to ~~dix~~ drive up to Nyack and look around. How large a meeting do you think we should have to deal with the three ethnic groups.

Mr. DuBow - The Nyack Missionary College might consider giving space for a weekend workshop. It is worthwhile contacting them.

Mr. Smith - We should look into it because one of our big problems is finding adequate housing for a weekend workshop in the particular locale.

Mr. Smith - Explained the advantages of being together for an entire weekend. I think we will give Nyack serious consideration.

Mr. DuBow - I hope you will, I am sure it will be of value.

Mr. Smith - Only block about Nyack is the small P.R. population.

Mr. DuBow - Transportation is also a very severe problem in Rockland County and as a matter of fact, is a big factor contributing to lack of understanding among the various communities. The poor who don't have cars are not able to get from one community to the other on public transportation. Lack of transportation makes for lack of communication.

Mr. Smith - We would like to have this workshop around February.

FINIS

AMERICAN JEWISH COMMITTEE
48 MAMARONECK AVENUE,
WHITE PLAINS, NEW YORK
WH 8-5585

FROM: EUGENE DU BOW, Area Director

NOV 10 1967

To: Hank Smith

Sedfre doesn't mean lunch-free. I'm sorry that I forgot to pay my share.

Hope to hear from you soon.

Gene

memorandum

$1 00 enclosed -
returned ~~[illegible]~~ to petty
cash
'a'

NYACK COMMUNITY CENTER, INC.

74 North Broadway • Nyack, New York

Mailing address: P. O. Box 565
Nyack, New York
Telephone: (914) ELmwood 8-9690

NOV 24 1967

November 21, 1967

Mr. Hank Smith
SEDFRE
150 Nassau Street
New York, New York

Dear Mr. Smith:

According to my husband's report, you thought your organization might have some interest in setting up a sensitivity training program in Nyack.

I would be happy to explore the possibilities and merits with you of such a program in our community.

My home number is 914 - EL 9-1265. I hope I may hear from you shortly.

Sincerely yours,

Patricia M. DuBow

(Mrs. Eugene L.) Patricia M. DuBow

Secretary - Treasurer to
the Board of Directors

November 24, 1967

Mrs. Patricia DuBow
Nyack Community Center, Inc.
P.O. Box 565
Nyack, New York

Dear Mrs. DuBow:

May I thank you for your interest in S.E.D.F.R.E. and it's programs. May I take the time to explain what we are doing in this program.

"SEDFRE's Leadership Training Program is designed to educate local citizen leaders in the social, economic and political techniques that can achieve community goals in modern society. The civil rights movement has generated cadres of new leaders in every community who have energy and determination but who lack the experience and skills to achieve their goals. They suffer the ultimate frustration of perceiving problems but not the means to solve them. They are not familiar with the network of community organization, nor do they know the public and private resources available to them. They have the instincts to lead but not the tools of leadership. The trained leader, on the other hand, can achieve goals. His skills can help compensate for lack of funds and for the inexperience of the rank and file in the community."

For the next three weeks I will be in Mississippi, however, may I suggest that you take that time as an opportunity to give us some information on what you and people around, feel are the problems in your community. I will make myself available to you any time after December 18th. Evening or Saturday meetings would be preferred by me.

The enclosed forms are not simply bureaucratic forms but may help you and your community in seeing the problems ass they are.

Thank you again for your concern, and may I see you sometime after December 18th.

With a compulsive need to serve,

Henry G. Smith, Jr.
Training Staff Associate

HGS:lb

Westchester County Chapter

THE AMERICAN JEWISH COMMITTEE

48 Mamaroneck Ave., White Plains, N. Y. • WHite Plains 8-5585

January 26, 1968

RECEIVED

FEB 3 1968

SEDF

Mr. Hank Smith
S.E.D.F.R.E.
150 Nassau St.
New York, N.Y.

Dear Hank:

I am sorry that I was not in the office when you called yesterday. My secretary said that you would write and I will wait to hear from you. Enclosed please find copies of "Case Study of A Riot" and "The Shortchanged Children of Suburbia", along with a copy of our latest list of publications. If anything in there is of interest to you, I will be glad to get you copies.

Looking forward to hearing from you.

Cordially,

Gene

Eugene DuBow
Area Director

ED:ejr

Encls.

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EUGENE DuBOW

Educational Director
BERNICE R. NEWMAN

January 31, 1968

Mr. Frank Lugovina
227 Brown Place
Apt #4
Bronx, New York 10454

Hi Bro:

I am enclosing a copy of the minutes of my meeting held with Eugene DuBow, of the American Jewish Committee.

We will be running a Human Relations Laboratory for Negroes, Jews, and Puerto Ricans on March 29th thru 31st, at the YMCA Conference Center, Holiday Hills, Pawling, N.Y.. In the mean time there are some things you will be able to help me with.

We have very few Puerto Rican contacts in that area, and when contacts are made with Puerto Ricans in the community, if at all possible, I would like for you to be along.

Thanks a million for Joel Cohen, I am sending him a letter under separate cover.

See you after Watts and Alabama.

See you soon

Henry G. Smith, Jr.

HGS:lb

January 31, 1968

Mrs. Shirley Lacy
287 Tietjen Avenue
Englewood, New Jersey

Dear Sweetie:

I call you sweet, because you are sweet. This is to inform you that we have confirmed March 29th thru 31st, as a date for our Negroes, Jews and Puerto Rican, Community Relations Laboratory. It will be at the YMCA Conference Center, Holiday Hills, Pawling, N.Y.

The enclosed inter-office memorandum may give you some insight on what we will try to do. I hope you will be able to join Frank Lugovina, Joel Cohen and I as trainers for this session. We will be holding a staff conference sometime after the 23rd, because I am on my way to Miles College, in Birmingham Alabama, and after that Watts, Los Angeles, California, but I will be back to help with the moving on the 20th.

Take care of yourself and don't work so hard.

Big Brother (is watching)

Love,

H

Hank

HGS:lb
Enc

January 31, 1968

Mr. Joel Cohen
2075 First Avenue
New York, N.Y. 10029

Dear Joel:

Thank you very much for agreeing to work with us, March 29th thru 31st, at the YMCA Conference Center, Holiday Hills, Pawling, N.Y..

I am on my way to Miles College, Birmingham, Alabama, and then on to Watts, (Los Angeles) California. I will be back in time to assist in moving our office to a new location, some time in late February.

I would like to hold a staff meeting and talk about plans for this session, with Frank Lugovina, Shirley Lacy, you and I, because we will be the team. Some of the questions that may be raised at that meeting are:

1. Will it be necessary for us to hold a marathon or weekend session for ourselves?
2. What areas are we each strongest?

I am enclosing a Background Information sheet on SEDF, and a copy of our Police-Community Laboratory Workshop, evaluation.

Take care, I'll see you soon.

With a compulsive need to serve,

Henry G. Smith, Jr.
Staff Associate
Leadership Development Department

HGS:lb
Enc.

February 5, 1968

Mr. Samuel Brown
American Jewish Congress
15 East 84th Street
New York, N.Y.

Dear Mr. Brown:

Thank you for your interest in our Intergroup Relations Seminar, for Negroes, Puerto Ricans, and Jews. Discussion of how cultural, ideological and economic, as well as racial, ethnic and other differences of minority groups can lead to misunderstandings and inter-group conflicts. An attempt will be made to explore differences and to increase an awareness in order to bring about colleberation and mutual respect. The seminar will be held at Holiday Hills Conference Center, Pawling, New York, on the weekend of March 29, 30 and 31, 1968.

We have established a ceiling of forty (40) participants, including four (4) staff members. Mr. Eugene DuBow, Area Director for the American Jewish Committee, Westchester County Chapter, 48 Mamaroneck Avenue, White Plains, New York, (914) 948-5585, will be responsible for recruiting business and professional people. I have taken the libeety to pass your name and address on to Mr. DuBow.

Thank you for your interest in S.E.D.F.R.E. and it's programs.

With a compulsive need to serve,

Hank

Henry G. Smith, Jr., Staff Associate
Leadership Development Department

HGS:lb
cc: Mr. Eugene DuBow
Mr. Marvin Rich

Enc/ Background Information

To ~~Marvin~~ Hank

Date 1/31 Time a m

WHILE YOU WERE OUT

Mr. Sam Brown

of American Jewish Congress

Phone 15 E 84th St NYC

TELEPHONED		PLEASE CALL HIM	
CALLED TO SEE YOU		WILL CALL AGAIN	
WANTS TO SEE YOU		RUSH	

Message Wants to attend Negroes, Jews & P. Ricans Workshop on Pawling. Will pay, go as an observer?

Operator

Ansd. Tel.

February 6, 1968

Mr. Maurice Dick
Mapril Lane
Nanuet, New York

Dear Mr. Dick:

I understand that Henry Smith of our staff spoke to you in November about a Sensitivity Training Workshop that we are holding for Negroes, Puerto Ricans and Jews. The Workshop is now scheduled for March 29 to March 31 at the Holiday Hills Conference Center in Pawling, New York. The Sensitivity Training session will be designed to explore differences and to increase awareness in order ultimately to bring about greater respect and cooperation.

It would be our pleasure if you could personally attend any of these sessions. If you have any questions, please call me or Henry Smith at this number.

Sincerely yours,

Marvin Rich
Executive Director

cc: Henry Smith

February 6, 1968

Mr. Hugh Downs
Today Show - Room 741
National Broadcasting Company
30 Rockefeller Plaza
New York, N.Y. 10020

Dear Mr. Downs:

I understand that Henry Smith of our staff spoke to you in November about a Sensitivity Training Workshop that we are holding for Negroes, Puerto Ricans and Jews. The Workshop is now scheduled for March 29 to March 31 at the Holiday Hills Conference Center in Pawling, New York. The Sensitivity Training session will be designed to explore differences and to increase awareness in order ultimately to bring about greater respect and cooperation.

It would be our pleasure if you could personally attend any of these sessions. If you have any questions, please call me or Henry Smith at this number.

Sincerely yours,

Marvin Rich
Executive Director

cc: Henry Smith

February 6, 1968

Mr. William A. Howes
Executive Vice President
Young Mens Christian Association
422 9th Avenue
New York, N.Y. 10001

Dear Mr. Howes:

Enclosed please find a Background Information sheet, Evaluation of our Police-Community Relations Laboratory, and a booklet of general information on our organization.

I hope that this will give you some insight on the work of our organization.

We have made plans, with the Westchester County Chapter of the American Jewish ~~Congress~~ Committee (Mr. Eugene DuBow, Area Director) to use the Holiday Hills Conference Center, Pawling, New York, March, 29,30, and 31, for our Negroes, Puerto Rican and Jews, Intergroup Relations Seminar. Discussion of how cultural, ideological and economic, as well as racial, ethnic and other differences of minority group conflicts. An attempt will be made to explore differences and to increase an awareness in order to bring about collaboration and mutual respect.

Thank you for your concern.

With a compulsive need to serve,

H

Henry G. Smith, Jr.
Staff Associate
Leadership Development Department

HGS:lb
cc: Mr. Sample/Holiday Hills Conf. Center
Enc

February 7, 1968

Mr. P. Sample
Holiday Hills YMCA Conference Center
Pawling, New York 12564

Dear Mr. Sample:

To follow up our telephone conversation of this morning, this note is to thank you for your efforts in making available to our organization Holiday Hills for the weekend of March 29-31, 1968.

In our letter of yesterday to Mr. William Howes, Executive Vice President of the Young Men's Christian Association, we explained the purpose, scope and other particulars of the workshop planned for the weekend mentioned, and a copy of this letter was sent to you.

We look forward to an instructive and successful workshop, and thereby hope to do our small part in helping minority groups to understand each other better, and therefore, live, work and play together constructively.

With a compulsive need to serve,

H

Henry G. Smith, Jr., Staff Associate
Leadership Development Department

HGS:at

REESE H. HARRIS, JR.
President

CLEVELAND E. DODGE
Honorary Chairman

ROBERT S. CURTISS
Chairman of the Executive Committee

WILLIAM A. HOWES
Executive Vice President

YMCA

YOUNG MEN'S CHRISTIAN ASSOCIATION
OF GREATER NEW YORK

CITY HEADQUARTERS 422 Ninth Avenue, New York, N. Y. 10001 — 524-8900

BERNARD L. GLADIEUX, *Vice Pres.*
JAMES G. KENDRICK, *Vice Pres.*
MAURICE T. MOORE, *Vice Pres.*
WILLIAM A. ROSE, *Vice Pres.*
THE HON. SAMUEL R. PIERCE, JR., *Secretary*
JOHN S. SCHUMANN, *Treasurer*

February 14, 1968

Mr. Henry G. Smith, Jr.
Staff Associate
Leadership Development Department
Scholarship, Education and Defense Fund for
Racial Equality, Inc.
150 Nassau St.
New York, N.Y. 10038

FEB 15 1968

Dear Mr. Smith:

Thank you for your letter of February 6, 1968. I am pleased to have the opportunity to learn of your work and would covet an opportunity for some of our staff to participate in one of your seminars along the lines projected for Holiday Hills.

We are pleased to have you use our Holiday Hills Branch and hope that its environment will be supportive of your purpose.

Sincerely,

William A. Howes
Executive Vice President

WAH:ia
cc: Mr. R.N. Service
cc" Mr. Perry Sample.

LET YOUR SUPPORT OF YOUTH BE CONTINUED IN YOUR WILL

YMCA

YOUNG MEN'S CHRISTIAN ASSOCIATION
OF GREATER NEW YORK
HOLIDAY HILLS at Pawling, N. Y. 12564 — Telephone: Area Code 914-855-7451

FEB 20 1968

PERRY M. SAMPLE
Executive Director

RICHARD W. BILLINGS
Director of Continuing Education

Board of Managers

Chairman
RAYMOND THORNBURG
Pawling

Honorary Member
OLIVER S. DONALDSON
Pawling

WILLIAM T. BERKELEY
Pawling

DR. GEORGE M. COULTER
Pawling

HAYDN CRAIGWELL
New York

MRS. FRED DANIELS
Pawling

HARVEY DANN
Pawling

ELMER DOE
Pawling

CHARLES A. DUBOCQ
Pawling

REV. L. WAYNE DUNLAP
Pawling

STANLEY J. EDWARDS
Pawling

ROBERT E. ESTES
Poughkeepsie

HAMILTON FISH, JR.
Millbrook

EGBERT T. GREEN
Pawling

MRS. WILLIAM HARRIS
Pawling

DOUGLAS HIGGINS
Pawling

SMITH M. JOHNSON
Pawling

WILLIAM R. PABST
New York

DR. ROBERT C. PEALE
Pawling

HOWARD W. SMITH
Pawling

STAN J. SUSSINA
New Rochelle

MISS MARY F. TABER
Pawling

LOWELL THOMAS
Pawling

February 19, 1968

Mr. Henry G. Smith, Jr.
SEDFRE
150 Nassau Street, Rm. 1030
New York, N. Y. 10038

Dear Mr. Smith:

Thank you for the contract confieming reservations for your group of approximately 35 for period of supper March 29 through dinner March 31. Enclosed is a photocopy of the contract for your records.

We have never before been asked that privacy be insured, so would you please explain just what you mean by this request. You understand that other groups will be here that weekend, that each group is housed in adjacent buildings and seated as a group in the dining room and that meeting space is assigned to each group. All of this is not exactly privacy, but possibly is what you wish to know.

We look forward to the privilege of serving the needs of this group.

Very truly yours,

(Mrs.) Jeannette M. Perrin

Reservations

encl.

cc

Copy

HOLIDAY HILLS BRANCH - YMCA of GREATER NEW YORK

Pawling, N. Y. 12564

MEMORANDUM OF AGREEMENT between HOLIDAY HILLS YMCA, Pawling N. Y. and

Community Negro, Puerto Rican and Jewish leaders of Rockland County of **SEDFRE**
name of group — sponsoring organization

located at ______________. Approx. age range ________

IT IS AGREED THAT:

A. The period will extend from **supper at 6 p.m.** on **March 29** through **noon dinner** on **March 31, 1968** at a cost per person of **$22. + 50 cents membership fee.**

B. Within the limits of its facilities Holiday Hills will provide meeting rooms and recreation equipment. The minimum needs of the above named groups are **One major assembly room, plus two conference rooms. Privacy to be insured.**

C. All necessary bedding, towels and soap will be supplied by Holiday Hills.

D. All persons attending are to be registered at Holiday Hills by the person responsible for the group. They will be members of Holiday Hills and subject to all regulations, including the Code of Practices.

E. The group is responsible for loss or damage to Holiday Hills property beyond normal wear and tear, incurred by any of the members of the group during the period here.

✓ F. The estimated attendance at time of signing this agreement is 35 persons. It is understood that 30 days before the arrival date the group will specify its GUARANTEED ATTENDANCE. If this number is not realized, then the group will pay to Holiday Hills one-half the full-time rate for each person between the ACTUAL and the GUARANTEED number. The person in charge will be responsible to collect and pay to Holiday Hills all charges upon arrival.

G. If the above reservation is canceled with less than 30 days' notice, the group shall pay to Holiday Hills 25% of the expected income based on the guaranteed attendance.

The person who will be with the group and who will be responsible for its registration, payment of charges, conduct and care of equipment and facilities during the period designated is:

Henry G. Smith, Jr., Staff Associate — name

Scholarship, Education & Defense Fund for Racial Equality, Inc.
(effective Feb. 26)--> 164 Madison Ave., New York, New York 10016 — address

Phone 964-8210 (532-8216)

The undersigned is authorized by the above-named group to commit it to the above agreement:

signed ______________

DATE **Feb. 16, 1968**

Accepted by Holiday Hills Branch, YMCA of Greater New York:

DATE ______________

February 20, 1968

Mrs. Jeannette M. Perrin
Reservations
Young Men's Christian Association
Holiday Hills
Pawling, New York 12564

Dear Mrs. Perrin:

We received your letter of the 19th together with our copy of the contract for the workshop we are sponsoring on March 29-31, and thank you.

We are sorry about the confusion as to the matter of privacy. Of course we understand that other groups will be there and we will be sharing the dining room and other facilities with them. We were referring only to our own workshops where we would like the group to be limited to our own people, and we hope that this will be possible.

Again, thank you for your very fine cooperation.

Very truly yours,

Henry G. Smith, Staff Associate
Leadership Development Department

HGS:at

February 21, 1968

Mr. Peter Fuchs
Interfaith Neighbors
331 East 70th Street
New York, N.Y.

Dear Mr. Fuchs:

On March 29-31, at the Holiday Hills YMCA, in Pawling New York, the Scholarship, Education and Defense Fund For Racian Equality, Inc., in conjunction with the American Jewish Committee will conduct a workshop in human relations, for Negroes, Puerto Ricans, and Jews. These ethnic groups will be represented by individuals from all walks of life.

Kenneth Johnson, of our staff has informed me of your work and interest in this forthcoming workshop. I would like' to in behalf of SEDFRE, extend you an invitation to that workshop. Enclosed are some materials on previous workshops conducted by our office. The Police-Community Laboratory Workshop, evaluation will give you some idea of what the March 29-31 workshop will be like. We are looking forward to seeing you.

If there are any questions, please free to call me at 964-8210.

With a compulsive need to serve,

Henry G. Smith, Jr.
Staff Associate
Leadership Development Department

HGS:lb
Enc: Evaluation of Police -Community Relations Laboratory

February 21, 1968

Mrs. Vivian Dickinson
245 South Broadway
Nyack, New York

Dear Mrs Dickinson:

May I thank you for your help on Saturday. Enclosed you will find literature, listed below, which I hope will be beneficial to your community and its activities.

1. Minimum Standard Form (for welfare recipients)
2. Your Welfare Rights (New Jersey residents handbook of information)
3. Birth Of A Movement (reprint from The Nation)
4. Economical Potential In A Ghetto (by Preston Wilcox)
5. A Strategy To End Poverty (Cloward, Piven article)
6. "Where It's At", a research guide for community organizing.

Looking forward to seeing you at our workshop, March 29-31.

With a compulsiven

Henry G. Smith, Jr.
Staff Associate
Leadership Development Department

HGS:lb
encs

Training Department
M.E.N.D.
2139 Third Avenue
New York, New York 10029

March 4,1968

Mr. Henry G. Smith Jr.
S.E.D.F.R.E.
164 Madison Avenue
New York City 10016

Dear Hank:

Hi! How's life on Madison Avenue? Stimulating I hope.

Well, in reference to our conversation on Friday March 1, all I can say is the pleasure is all mine. I will be delighted to attend the "Inter-Group Relations Seminar" to be held March 29th through 31st at Pawling, New York. This will not only be an opportunity to repay S.E.D.F.R.E. for some of its invaluable assistance in the past, but also to help quench my thirst for more knowledge in this area.

Please be sure to give my regards to Ronnie and Laree, its been a long time since I've seen them.

Hoping to hear from you soon.

Sincerely,

Josie

Josephine Bustos
Trainor

P.R.

March 13, 1968

Mr. Jose Davila
32 3rd Street
Haverstraw, New York 10927

Dear Jose:

Thank you very much for allowing us to use so much of your time. I sincerely hope you will have the kind of luck that I know you will have in getting people to attend our workshop.

Enclosed you will find the following materials that I hope will be helpful to you and your community:

1. Political Strength- How to Get It. (25 copies)
2. Where It's At.
3. SEDFRE, Background Information Sheet.

Frank Lugovina and I stand at a moments notice to work with you and your community, if needed.

We are hoping that you graduate magna cum laude.

With a compulsive need to serve,

H

Henry G. Smith, Jr.
Staff Associate
Leadership Development Department

HGS:ldb

March 13, 1968

Mrs. Palmira Compos
32 3rd Street
Haverstraw, New York 10927

Dear Palmira:

Thank you very much for allowing us to use so much of your time. Your ideas and help were most insightful.

Enclosed you will find the following material, which I hope will be helpful to you:

1. Political Strength-How To Get It.
2. Where It's At.
3. SEDFRE Background Information sheet.

I hope to see you very soon, and perhaps at our workshop.

With a compulsive need to serve,

Henry G. Smith, Jr.
Staff Associate
Leadership Development Department

HGS:ldb
Encls

March 18, 1968

Mr. Richard Bagley
Box 565 - North Broadway
Nyack, New York

Dear Mr. Bagley:

I want to extend my thanks and welcome you to the Workshop SEDFRE and the American Jewish Committee are sponsoring for Negroes, Jews and Puerto Ricans, at Pawling, New York the weekend of March 29-31.

The session will begin at 6 p.m. on Friday, the 29th and end on Sunday, the 31st at 2:30 p.m. We are asking all of the participants to attend the entire workshop, if possible, as you will find that this is the way to get the most out of it in terms of knowledge, understanding and personal satisfaction.

Enclosed is a copy of a brochure on Holiday Hills, which includes a map. The address is:

Holiday Hills YMCA
Pawling, New York 12564
Telephone: (914) 855-7451

Please feel free to call this office any time, for further information, (212) 53208216.

With a compulsive need to serve,

Henry G. Smith, Jr., Staff Associate
Leadership Development Department

HGS:at
enc.

March 19, 1968

Mr. Eugene DuBow
Area Director
The American Jewish Committee
48 Mamaroneck Avenue
White Plains, New York

Dear Gene:

Enclosed is a xeroxed copy of a letter which was sent to everyone on the list (also enclosed) yesterday. Both of my secretaries plan to come so that makes two more.

I don't have the names yet for the people that Frank Lugovina has recruited, but should by next week.

Excuse the brevity of this letter, but I am rushing to go out of town, and will not be back until some time on Friday. Will keep in touch.

With a compulsive need to serve,

Henry G. Smith, Jr. Staff Associate
Leadership Development Department

HGS:at
encs.

MAR 27 1968

March 23, 1968

Mr. Henry G. Smith
S. E. D. F. R. E.
164 Madison Avenue
New York, New York

Dear Brother Hank:

I received your letter dated 3/18/68. It was good to hear from you and to know that the workshop was finally comming off. Alas, however, after having class today I learned, to my dismay, that the workshop date and my mid-term correspond. Consequently I have two papers and an exam the week following the workshop. This requires that I remain on campus that weekend. I am truly sorry about this unavoidable situation. I look forward to the day when no such factors or obstacles emerge so as to prevent my both participating and working with you and other members of the staff. Give my love to everyone in the office.

Yours Sincerely

Kenny

Kenny

ps. Give my love to Hattie. Dee-dee sends her love file copy

March 25, 1968

Mr. Thomas Williams
99 South Highland Avenue
South Nyack, New York 10960

Dear Mr. Williams:

In connection with the Human Relations Seminar this forthcoming weekend (March 29-31) at Pawling, New York, Mr. DuBow of the American Jewish Committee, has asked me to send you the enclosed material.

It is my understanding you have recruited two teachers in the Nyack School System to attend this workshop, and the enclosed invitations and brochures will give them all the detailed information necessary.

We do appreciate your interest in what we hope will be a very successful weekend.

Sincerely,

A. Teper, Secretary
Leadership Development Department

encs. - 2 invitations
2 maps

cc: Mr. DuBow

File copy

March 25, 1968

Mr. Eugene DuBow
Director, Westchester County
American Jewish Committee
48 Mamaroneck Avenue
White Plains, New York 10601

Dear Mr. DuBow:

As per our conversation of today on the phone, I am enclosing a copy of the letter I sent to Mr. Williams.

Also enclosed are Evaluations that Hank asked me to send you.

Sincerely,

A. Teper, Secretary
Leadership Development Department

encs.

March 26, 1968

Mr. Eugene DuBow
Director, Westchester County
American Jewish Committee
48 Mamaroneck Avenue
White Plains, New York 10601

Dear Mr. DuBow:

To keep you up to-date, enclosed is a list up-dated as of this moment.

I took a count and included you and our trainers and excluded the definite "nos." It totals 54 but, of course, all of these people will not show up.

I think, however, the turnout will be good and we will have a good workshop.

Sincerely,

A. Teper, Secretary
Leadership Development Department

enc.

March 26, 1968

Mr. Frank Lugovina
South Bronx Concentrated Employment Program
529 Courtlandt Avenue
Bronx, New York 10451

Dear Frank:

Enclosed is a sample letter I mailed to all the names you gave me today, plus a copy of the map so you won't get lost, man!

Will see you there, don't forget to bring your boxing gloves, I'm bringing mine (smile).

Sincerely,

A. Teper, Secretary
Leadership Development Department

encs.

THE AMERICAN JEWISH COMMITTEE

Upper New York State

area office

48 Mamaroneck Ave., White Plains, N. Y. 10601
WHite Plains 8-5585 • Eugene Du Bow, Area Director

April 2, 1968

Mr. Hank Smith
SEDFRE
164 Madison Ave.
New York, New York

APR 3 1968

Dear Hank:

It would probably take me hours to get down on paper all my thoughts about the Sensitivity Training Conference that took place this past weekend. However, time does not permit and I will limit myself to the most salient things.

It is my feeling that the weekend was a great success. The interchange amongst the participants was deep, honest and created a great deal of understanding where, possibly little had existed before. There is no question that it was a growing experience for all who attended.

Perhaps, even more important, is the fact that SEDFRE has now established a beach-head in Rockland County and has a number of "converts" to whom it can turn should it decide to initiate some follow-up in that community. Several of the Rockland County participants to whom I have spoken feel that follow-up is extremely necessary and look to SEDFRE for professional assistance in helping to solve some of the racial problems that have errupted in Nyack and other areas in the County.

Another positive factor, I believe, is the contact and cooperation that SEDFRE and AJC have been able to establish. I hope that it will not end with this Conference and I look forward to further joint programming in the future. I think that the experience that our AJC professionals who attended, gained, will prove to be invaluable to them in their professional endeavors.

After things settle down a little bit, for me, in the office, I will be in touch with you and maybe we can get together for lunch and some talk about the future.

My congratulations on a job very well done. It was a real pleasure to cooperate with you.

My best regards to the other members of your staff.

Cordially,

Gene

Eugene DuBow
Area Director

ED:ejr

April 3, 1968

Mr. P. Sample
Holiday Hills YMCA Conference Center
Pawling, New York 12564

Dear Mr. Sample:

Enclosed is a check for $129.25, the balance due for the weekend of March 29-31 for the Human Relations Seminar sponsored by SEDFRE and the American Jewish Committee.

It was a pleasure meeting you and I must tell you again how much we enjoyed the facilities and scenic beauty of Holiday Hills.

This certainly was a factor in making the Seminar the success that it was, and I look forward to future seminars at Holiday Hills.

Sincerely,

Henry G. Smith, Jr., Staff Associate
Leadership Development Department

HGS:at
Enc.
cc: Mr. William A. Howes

April 18, 1968

Mr. Eugene DuBow
Area Director
The American Jewish Committee
48 Mamaroneck Avenue
White Plains, New York 10601

Dear Mr. DuBow:

I am replying to your letter of April 2 to our Hank Smith. I am deeply impressed with your observations of the Workshop, as outlined in your letter, and I too, certainly hope that there will be future opportunities for SEDFRE and AJC to work together and that it will come about in the areas mentioned by you.

I want you to know that SEDFRE is willing and wants to do follow-up work in Rockland County. Would it be possible for you to meet with some of the Workshop participants at an early date to get their suggestions as to how SEDFRE can best serve their needs? Then on the basis of these suggestions we can send in a staff associate to discuss both with them and you (for AJC) detailed plans.

Hank is now writing up the evaluation for the Workshop and as soon as it is ready, we will send you a copy.

My sincere thanks for the nice things said about SEDFRE, I know from Hank that it was a pleasure to work with you and AJC and I hope someday soon to meet you in person.

Sincerely,

Ronnie M. Moore
Director, Leadership Development

RMM:at

THE AMERICAN JEWISH COMMITTEE

Upper New York State
area office

48 Mamaroneck Ave., White Plains, N. Y. 10601
WHite Plains 8-5585 • Eugene Du Bow, Area Director

APR 23 1968

April 22, 1968

Mr. Ronnie M. Moore
Director, Leadership Development
SEDFRE
164 Madison Ave.
New York, N.Y.

Dear Mr. Moore:

I received your letter of April 18th, for which I thank you. I will indeed take your advice and meet with some of the Rockland County people to see how SEDFRE can be of further help. As soon as this is done, I will give you a call and perhaps we can get together for lunch.

Alice Tepper called this morning to ask for 100 copies of Suburban Schools Confront Urban Problems. We have a very limited number left and so I am sorry I can only send you 50. If we decide to go to a second printing, I will send you the remainder.

My regards to Hank Smith and the rest of the very nice SEDFRE people I met at the Workshop.

Sincerely,

Eugene DuBow

Eugene DuBow
Area Director

ED:ejr

acknowledge receipt
of pamphlets
and state that I
looking forward
to hearing about
suggestions coming
out of the
Rockland
County
follow up
meeting

June 7, 1968

Mr. Eugene DuBow
Area Director
The American Jewish Committee
48 Mamaroneck Avenue
White Plains, New York 10601

Dear Mr. DuBow:

Forgive the delay in acknowledging your letter of April 22, 1968. The pamphlets were received, fifty of them, thank you very much.

I am looking forward to hearing from you about suggestions coming out of the Rockland County area, in regard to follow up workshops. Perhaps we can arrange a meeting very soon to discuss plans for AJC and SEDFRE to work together in areas previously mentioned by you.

Sincerely,

Ronnie M. Moore
Director, Leadership Development

RMM:lb

JUN 11 1968

THE AMERICAN JEWISH COMMITTEE

Upper New York State

area office

48 Mamaroneck Ave., White Plains, N. Y. 10601
WHite Plains 8-5585 • Eugene Du Bow, Area Director

June 10, 1968

Mr. Ronnie M. Moore, Director
Leadership Development
SEDFRE
164 Madison Ave.
New York, N.Y. 10016

Dear Mr. Moore:

Thank you very much for your letter of June 7th. I am glad that you received the pamphlets and I hope you find them useful. We have had a very good response to them and have distributed about 1700 copies thus far.

As I understand it, the fame of the Pawling Conference has become wide-spread in Rockland and many people have asked about when another one will be held. I would like, very much, to get together with you and talk about this and other possible projects. We have also been very anxious to see the evaluation of the Pawling Conference and look forward to getting copies when it is finished.

As far as getting together is concerned, how would June 20th, 21st, 24th or 26th be? I would be more than glad to come into town and have lunch with you. Please let me know.

Best personal regards to Hank, Laree and yourself.

Cordially,

Gene DuBow

Eugene DuBow
Area Director

ED:ejr

26th
around 2 p.m

New York Chapter

THE AMERICAN JEWISH COMMITTEE

Institute of Human Relations • 165 East 56 Street, New York, N. Y. 10022 • Plaza 1-4000 • Cable Wishcom, New York

October 22, 1968

OCT 22 1968

Mr. Ronnie Moore
Director, Leadership Development
Scholarship Education and Defense Fund
164 Madison Avenue
New York, N. Y. 10016

Dear Mr. Moore:

We are inviting you to participate in the fifth session of a 13-week radio series regarding the Kerner Commission Report and its implementation, with special emphasis on projections based on the results of the elections. The series will be carried live. It begins on Thursday, November 7th, at 8 PM and will continue every Thursday for 13 weeks.

The New York Chapter of the American Jewish Committee has been invited by the "Public Affairs Forum" Program of radio station WEVD to sponsor this 13-week series of one-hour programs. Our Planning Committee has decided that the basic thrust of our programs should be an examination of the crucial issues and major trends affecting the lives of the entire New York community, and the validity and/or the continued relevance of the conclusions reached in the Kerner Commission Report.

The fifth session, on Thursday, December 5th, in which we hope you will be a participant, will consist of a panel discussing the political structure existing in the troubled areas of the city - how they operate and how they have been influenced by community organizations.

I do hope that you can make the necessary arrangements in your schedule so that you may be with us. Whatever your decision, please 'phone me as soon as you can at PL 1-4000, so that we may make the necessary preparations for publicity and send a completed schedule to radio station WEVD. I look forward to your affirmative reply.

117 W 46 St - 6th ave
6th floor

Sincerely,

David Geller

David Geller
Director, Community Relations

DG:ah

1:30

THEODORE ELLENOFF, President
J. CLARENCE DAVIES, JR., Honorary President
RICHARD MAASS, Honorary President
MERVIN H. RISEMAN, Honorary President
JAMES H. SCHEUER, Honorary President
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JOSEPH FISCHER, Assistant Director of Membership
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THE AMERICAN JEWISH COMMITTEE

Institute of Human Relations • 165 East 56 Street, New York, N. Y. 10022 • PLaza 1-4000 • Cable Wishcom, New York

October 28, 1968

OCT 29 1968

Mr. Ronnie Moore
Director, Leadership Development
Scholarship Education and Defense Fund
164 Madison Avenue
New York, N. Y. 10016

Dear Mr. Moore:

We are happy to welcome you as a participant in the Thursday, December 5th, 8:00 P.M. session of our WEVD 13-week radio series regarding the Kerner Commission Report and its implementation. At this session the panel will discuss the political structure existing in the troubled areas of the city - how they operate and how they have been influenced by community organizations.

The program originates from Station WEVD, Studio 6 - 6th floor, 117 West 46th Street, New York City. The moderator will be Alva Schollianos. I will call you regarding a pre-session meeting of the panelists who will be participating with you.

I look forward to seeing you.

Sincerely,

David Geller

David Geller
Director, Community Relations

DG:ah

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December 11, 1968

Mr. Henry Smith
Staff Associate
Scholarship Education & Defense Fund
For Racial Equality, Inc.
164 Madison Avenue
New York, N. Y. 10016

Dear Mr. Smith:

On my own behalf and on behalf of the New York Chapter of the American Jewish Committee, I wish to thank you for participating in our WEVD radio series last Thursday, December 5th.

Several members of our Chapter who listened to the program, agreed with me that your remarks were pertinent, informative and insightful.

I hope we will have the opportunity of meeting again in the near future.

Sincerely,

David Geller

David Geller
Director, Community Relations

DG:ah

THEODORE ELLENOFF, President
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ISRAEL A. LASTER, National Community Relations Consultant

NEGROES AND JEWS

Brotherhood or Bias?

by HARRY FLEISCHMAN*

HOW SHOULD Jews react to the rising tide of Negro militancy in the big city ghettos? Is Negro anti-Semitism on the rise? Is Jewish anti-Negro sentiment on the rise? Should Jewish organizations urge Jewish merchants to move out of Harlem and Watts and help them resettle elsewhere? What should we do about Jewish "slumlords?" Should Jews withdraw their support of the Negro struggle for full equality? What does "Black Power" portend for Negroes and Jews?

Let's take a look.

For decades, Jewish organizations have been active in the struggle for equal rights and in efforts to eliminate discrimination, segregation and prejudice against Negroes. They have promoted not only legislation but a host of mass educational activities to encompass real equality for all Americans.

Jewish Support Welcomed

In return, the leadership of Negro civil rights movements, almost universally, has welcomed such Jewish support and has pointed out the traditional relationship between the history of persecution of the Negro people and the Jewish people.

Still, despite common concerns and values among many Jewish and Negro leaders, many points of tension have developed between Negroes and Jews. Both groups include some who tend to share the prejudices that prevail in the general society and stereotypes abound in their thinking. Some Jews, like other whites, tend to generalize about Negroes unfavorably, and conversely, some Negroes express their hostility to white society through anti-Semitism. Paradoxically, most Jews and Negroes have such high expectations of behavior from each other that they experience disappointment and resentment when behavior fails to meet the ideal.

While it is impossible to measure whether anti-Semitism among Negroes is greater or less than years ago, there has been demonstrably increased expression of anti-Jewish feeling in the past few years. What is more, expressions of such hostility have been noted not only among the poor and the most exploited, but from people at almost every level in the Negro community—intellectuals, professionals, businessmen, and young people. But this must be evaluated in the context of the fact that Negroes now speak out more openly than before on almost every subject. They no longer say, "Yassuh, Mister Boss."

A typical example of Negro anti-Semitism was displayed by the magazine, *Liberator,* which carried a series of articles by Eddie Ellis on "Semitism in the Black Ghetto," which said in part:

"On the one hand, the liberal Jewish community advocates the equality of all men. But, on the other hand, the same Jewish community is often responsible for the shoddy goods found in most Black ghettos since they own the stores. They are responsible for the dilapidated buildings, the rats and the roaches, since they are the landlords. Still they insist 'we are your friends.'

". . . More than any other, the Rosenwald Foundation, established by Julius Rosenwald, contributed in great measure to the almost absolute dominance of Negro colleges and organizations by Zionists. . . . So extensive was their control, and so conniving were their methods, that the Jewish community financial interests were able to absorb, contain and destroy any Black man who voiced dissent toward the practices of the established order."

Negro Anti-Semitism Rebuked

Do not imagine that such anti-Semitism went unrebuked in the Negro community. Novelist James Baldwin and actor Ossie Davis, noted contributors to the same magazine, withdrew their names from its masthead and blasted the editor. "It is distinctly unhelpful, and I think immoral," wrote Baldwin, "to blame Harlem on the Jew. For a man of Editor Dan Watts' experience, it is incredibly naive. Why, when we should be storming capitols, do they suggest to the people they hope to serve that we take refuge in the most ancient and barbaric of the European myths? Do they want us to become better? Or do they want us, after all, carefully manipulating the color, Black, merely to become white?"

And Mr. Davis added: "Whichever Jews are guilty of exploiting Harlem, are not guilty because they are Jews, but because—along with many Catholics, Protestants, Negro and white—they are exploiters. In a war against all exploiters, whomsoever, I am an ally. But Mr. Ellis seems to be calling for a *war* against Jews. If that is the case, I am an enemy."

A study commissioned by the Anti-Defamation League and conducted by the University of California Survey Research Center, revealed that most Negroes' attitudes toward Jews were comparable to their attitudes toward whites in general. Where there were differences, they tended to favor Jews. Thus, nationwide, 24 per cent of Negroes said Jewish landlords were better than other white landlords while 7 per cent said they were worse. (In New York City, 17 per cent thought Jewish landlords were better and 9 per cent worse; in Chicago, 20 per cent better, 6 per cent worse; and in Atlanta, 31 per cent better, 4 per cent worse.)

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* *Race Relations Coordinator for the American Jewish Committee.*

Other findings included:

- Nationally, 20 per cent said Jewish owners were better than other white owners and 7 per cent said they are worse.
- Thirty-four per cent said Jews were better to work for than other whites and 19 per cent said they were worse.
- Seventy per cent said Jews were better than other whites regarding the hiring of Negroes.
- Forty-five per cent believed Jews were more in favor of civil rights than other whites and only 3 per cent felt Jews were less in favor.

Riots Anti-White

Yet, while organized Negro anti-Semitism is weak, it is a fact that many Jewish stores were destroyed in riots in Watts, Harlem and Philadelphia. The evidence to date, it seems to me, shows this was because they were white stores rather than because they were Jewish. One of the major factors behind such rioting has been resentment of exploitation in the ghetto and the fact, documented by the *Wall Street Journal,* that white ghetto merchants have shied away from civic ties in the areas their stores serve. But where such businessmen actively support Negro civic activities, attacks on them are counteracted by many Negro leaders. Thus, when black nationalist James Lawson picketed the Jewish owner of Harlem's Apollo Theater, a host of Negro leaders headed by A. Philip Randolph forced the withdrawal of the pickets.

"It would be tragic," adds Negro publisher William O. Walker of the *Cleveland Call-Post,* "if there was a mass migration of Jews from Negro areas. . . . At all points in our history, in our hour of greatest need, we have always had the helping hand of our Jewish friends. . . . Who knows better what it means to struggle against great odds, persecution and extermination than the Jewish people? From their experiences, the Negro can learn much that will help him in his struggles. . . . The Negro must guard against the vicious anti-Semitism of the Klan and other hate organizations. For every one of these groups that hate Jews, hate Negroes more."

I agree with Mr. Walker. I think Jews should work more closely with responsible Negro leaders who are trying to upgrade the community, while working at the same time for housing, school and job integration, as well as aid for Negro small business.

No Unanimity

Complicating the whole picture is the fact that just as the Negro organizations lack fundamental roots in the ghettos, so our Jewish organizations have been unable to affect vitally the attitudes and activities of many among the Jewish masses. Many New York Jews belong to Parents and Taxpayers, a New York group favoring so-called neighborhood schools, a polite euphemism for school segregation. Recently, when an attempt was made to place a low-cost housing project in Queens, rabbis and spokesmen for the American Jewish Committee and American Jewish Congress hailed the decision. But the mass of participants at the hearing, booing all such speakers, were Jews from the neighborhood. We have a job to do among our own people, for, as Bernard Baruch put it: "We did not all come over on the same ship, but we are all in the same boat."

Less Jewish Backlash

But let us not exaggerate our own failures. While a Gallup Poll showed that 31 per cent of Jews now think Negroes are pushing too hard and too fast, compared to 12 per cent a year ago—the percentage of Jews who think so today is still far, far lower than the percentage of white Catholics or Protestants holding this view. Jews in Maryland rejected the white backlash gubernatorial campaign of Mahoney to help elect anti-racist Republican, Spiro Agnew.

Likewise, in certain areas, Negroes have similarly eschewed straight race appeals. In the Fifth Ward of Chicago, for instance, Leon Despres, a liberal Jewish alderman, was re-elected over a highly respected Negro lawyer. His heaviest vote was in Woodlawn, where the Negro constituency was largest. The Negro voters refused to put racist or religious prejudice above their respect for a Jew who had served them over the years with zeal, intelligence and honesty.

In recent months the question of Black Power has created new strains in both the Negro and Jewish communities. In Washington, D.C., Marion Barry, local head of SNCC (Student Non-Violent Coordinating Committee) recently told an audience at the Jewish Community Center, "If you're against 'Black Power,' you're against 'Jew Power'." Referring to Jewish voting strength in New York City and Miami Beach, Barry said Jews have practiced exactly what Negroes want. He defined Black Power as an attempt to develop among Negroes pride, unity and economic and political strength.

Can any Jew disagree with the latter objectives? Every organized Jewish group believes the achievement of such effective community organization and group consciousness absolutely necessary if Negroes in America are to move from legal equality to equality in fact. But Barry's theorem, equating Black Power with Jew Power, indicates what's wrong with his slogan.

Jews Never Separatists

At no time in the history of Jews in America has any Jewish organization or responsible individual ever sloganeered for "Jew Power." True, when immigration was at its height, at the turn of the century, Jews organized hosts of self-help institutions, philanthropic bodies, hospitals, burial societies, credit unions, vocational and employment services, fraternal societies and the like. Jews in many communities tended to function as an ethnic voting bloc. Jews organized in Yiddish-speaking trade unions, particularly in the needle trades.

But *never* did Jews believe that they could go it alone. Never did they think that group solidarity was a substitute for creating political coalitions. Never, in creating unions, did they substitute ethnic solidarity for class solidarity of all workers in their trades. They always realized that, in a society where Jews were a minority, it was worse than immoral to fail to extend the hand of brotherhood to all men. It was impractical, and doomed one to a no-win policy.

Because I favor the *substance* of black power, I feel strongly that the *slogan* has been suicidal. By power for Negro Americans, I mean the creation of strong community organizations, of self-pride, of economic and political strength. An example was A. Philip Randolph's March on Washington Movement in 1941, which threatened a march of 100,000 Negroes on Washington for a national FEPC. This threat of direct mass action by Negroes forced President Franklin D. Roosevelt to issue Executive Order 8802 in June, 1941, establishing a Fair Employment Practices Commission. But Randolph did not rely on Negroes alone. He forged an alliance with the forces of labor, liberals and religion to realize that victory for civil rights and social justice.

It was that same coalition, many times reinforced as the militancy and self-sacrifice of Negroes in the South aroused moral commitments to equality from middle-class white religious forces, that brought about adoption of the Civil Rights Acts of 1960, 1964 and 1965. With what result? "Under Administration pressure," historian C. Vann Woodward said, "Congress has put more teeth in the law and more law on the books than it has in the whole period since 1875. It was as if the first Reconstruction had been endowed with the 14th and 15th Amendments, the Reconstruction Acts, the Freedman's Bureau, the Civil Rights Act and the Ku Klux Klan Act by one session of Congress."

Negro economist Andrew F. Brimmer, Assistant Secretary of Commerce, added that in 1964 the median family income of Negroes actually grew faster than white family income, in both dollar figures and percentage: by $374, or 10.8 per cent, for Negroes, compared with $310, or 4.7 per cent, for white families. Twenty-five per cent of all Negro families earned $7,000 or more, although, it is true, in many cases there was more than one wage-earner in the family. Total jobs for Negroes increased 3.5 per cent in 1964-1965, half again as much as for whites. At the end of 1965, the unemployment rate for married Negro men, whose homes were not disrupted by divorce or separation, was less than 2 per cent—the same as for white men with the same marital status.

Civil Rights Not Enough

Yet, despite legislative and economic gains, and two decades of the most rapid advance for Negro Americans since emancipation, Negro bitterness and frustration has mounted and culminated in riots, primarily in the North and West, in the past three years. For the gains were not uniformly distributed throughout the entire Negro community. Among Negro families with children, 48 per cent were still poor. Negro unemployment was still 8.3 per cent, compared to 4.1 per cent for whites. Joblessness among Negro teenagers exceeded 25 per cent. Moreover, segregated housing and de facto school segregation grew rapidly in the North. Some 57 per cent of Negro families with annual incomes of less than $4,000 lived in substandard housing, as compared to 27 per cent of white.

These figures show clearly that even if Negroes won complete legal civil rights, they would still have to deal with complex problems, such as the heritage of centuries-old slavery, generations-long poverty, family deterioration, entrapment in slums, inadequate education, ingrained defeatism, and cultural isolation. Most Negro leaders agreed on the need for a radical change in the economy and an all-out attack on poverty, unemployment and slums.

Black Power No Answer

The failure, thus far, of the war on poverty to provide meaningful work and decent wages for the mass of Negro unemployed has disillusioned many Negroes and led some to turn to black nationalism and the slogan, "Black Power." Under that slogan, Stokely Carmichael of SNCC and Floyd McKissick of CORE (Congress of Racial Equality) have replaced "Jobs and Freedom Now" and "Integrate" with "Black Control of the Ghetto." While in many ways emotionally satisfying to people fed on frustration, what does the concept actually mean? Do Carmichael and McKissick have any program to meet the needs of the Negro poor?

All they can call for is to pool Negro funds in the ghetto, to "Buy Black," to use consumer boycotts, rent strikes and similar devices to benefit Negroes. At best, such programs can only make more humane an intolerable situation because they remain within the limits of the ghetto. They cannot solve the fundamental problems of poverty, jobs and slum housing.

At the same time, SNCC and, to some extent CORE, reject ties with labor, liberals, church groups, middle class Negroes, other civil rights organizations, and the federal government, and attack them all as "the establishment." Carmichael writes: ". . . there is in fact no group at present with whom to form a coalition in which blacks will not be absorbed or betrayed." If a white man were to say this about the ability of the Negro movement to cope with other social forces, it would sound patronizing and contemptuous.

What is more, the riots and the slogan of "Black Power" have fed the white backlash by giving a socially acceptable excuse to bring into the open prejudice and bias that lurked beneath the surface. People who never minded integration as long as it was in the South grew fearful when school integration would bring their children into contact with Negro youngsters. Others panicked at the thought of Negroes moving next door, allegedly bringing down the values of their homes. The prejudice was there to be aroused, and we must struggle to overcome it.

There has also been the fear that crime would increase when Negroes move in. The notion that crime is a "race" problem is a totally false one but wherever there has been discrimination, wherever there has been impoverishment, wherever there has been denial of rights, inevitably there are built-in problems in relation to social order.

For the facts remain. Negroes do not yet have full equality in housing, education or employment. Negroes do not yet receive equal justice under the law in many parts of the country. Sure, the Negro is impatient. How long would any of us be willing to wait for rights guaranteed to us under the Constitution?

Active Participation Needed

We must not allow the controversy over "Black Power" to deter us from active participation in the civil rights drive in cooperation with such Negro leaders as A. Philip Randolph, Martin Luther King, Jr., Bayard Rustin, Roy Wilkins and Whitney Young, men who reject the defeatist concepts of "Black Power." They believe there are many whites who share with Negroes a common interest in progressive economic and social change. A quarter of a million Negro unemployed, they realize, have a stake in the advocacy of a full employment economy by labor, liberal and religious groups. They hail the endorsement of Randolph's $186 billion Freedom Budget with its job-generating and ghetto-rebuilding public works program. Over two million Negroes have directly benefited from labor's successful fight for an increased minimum wage. Medicare is not for whites only, they know, and neither is increased unemployment insurance, a larger anti-poverty budget or increased social security.

If we Jews intensify our campaign for civil rights and full equality, will that wipe out Negro anti-Semitism? Of course not. Anti-Semitism is always irrational. If there were no Jewish slum-lords, if every Jewish merchant in Harlem was an angel, the image of the Jew as Shylock and Christ-killer would still persist for some. Probably visible Jewish activity for civil rights will diminish Negro anti-Semitism to some extent. But that should not be the basis for our action.

As Jews, we must be for civil rights because it is right. We must view Negro equality as a challenge calling for a moral commitment by Americans of every race and religion, not because we expect gratitude from Negroes.

Hillel put the issue squarely before us: "If I am not for myself, who will be for me? If I am for myself alone, who am I?"

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PIONEER WOMAN

MAGAZINE OF PIONEER WOMEN, THE WOMEN'S LABOR ZIONIST ORGANIZATION OF AMERICA

March 1967, April 1967

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May 1967

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A) NEGROES & JEWS - RICHARD WRIGHT

Jews in Harlem are small tradesmen, rent collectors, real estate agents and pawnbrokers; they operate in accordance with the American business tradition of exploiting Negroes and they are, therefore, identified with oppression and are hated for it. I remember meeting no Negro in the years of my growing up, in my family or out of it, who would really ever trust a Jew and few who did not, indeed, exhibit for them the blackest contempt. On the other hand, this did not prevent their working for Jews, being utterly civil and pleasant to them, and, in most cases, contriving to delude their employers into believing that far from harboring any dislike for Jews, they would rather work for a Jew than for any one else.

When the Negro hates the Jew as a Jew, he does so, partly because the nation does, and in much the same painful fashion that he hates himself. It is the best form the Negro has for tabulating vocally his long record of grievances against his native land.

The Negro, facing a Jew, hates at bottom, not his Jewishness but the color of his skin. It is not the Jewish tradition by which he has been betrayed but the tradition of his native land. But just as a society must have a scapegoat, so hatred must have a symbol. Georgia has the Negro and Harlem has the Jew.

B) LIVING AS A NEGRO - RICHARD WRIGHT

The favorite text of my father, among the most earnest of ministers, was not "Father, forgive them, for they know not what they do, "but "How can I sing the Lord's song in a strange land?"

I can conceive of no Negro native to this country who has not, by the age of puberty, been irreperably scarred by the conditions of his life. All over Harlem, Negro boys and girls are growing into stunted maturity, trying desperately to find a place to stand; and the wonder is not that so many are ruined but that so many survive.

I know no Negro living in America who has not felt briefly, or for long periods, with anguish sharp or dull, in varying degrees and to varying effect, simple, naked and unanswerable hatred; who has not wanted to smash any white face he may encounter in a day, to violate, out of motives of the cruelest vengeance, their women, to break the bodies of all white people and bring them low, as low as that dust into which he himself has been and is being trampled; no Negro, finally, who has not had to make his own precarious adjustment to the "nigger" who surrounds him and to the "nigger" in himself.

It is part of the price the Negro pays for his position in this society that, he is almost always acting. A Negro learns to guage precisely what reaction the alien person facing him desires, and he produces it with disarming artlessness. The friends I had, growing up and going to work, grew more bitter every day; and, conversely, they learned to hide this bitterness and to fit into the pattern Gentile and Jew alike had fixed for them.

C) STOKELY CARMICHAEL -- BLACK POWER

"Every white man in this country, can announce that he is 'our friend'. Well, from now on we are going to pick our own friends. We're going to decide whether a white man can be our friend or not. We don't want to hear any more words; we want to see what they are going to do. The price of being the black man's friend has gone up.

We are demanding four things from black people: 1) that they stop being ashamed of being black; 2) that they move into a position where they can define what freedom is, what a white liberal is, what black nationalism is, what power is; 3) that they move to build independent political, social, economic, and cultural institutions that they can control and use as instruments of social change.

We've got to stand up on our feet and control the programs and resources of the black community. As for the welfare program, I wouldn't bother trying to improve it. I would organize to take it over. The farmers are the largest welfare group in this country. They run their program and they get something out of it. We must take over and control our resources and our programs. If we don't, we are going to wake up tomorrow morning, still black, still poor and still singing WE SHALL OVERCOME!"

D) LIBERALISM - LEROI JONES

I mention this peculiarly American phenomenon, i.e. American Liberalism, because it is just this group of amateur social theorists, American liberals, who have done most throughout American history to insure the success of tokenism. Whoever has proposed whatever particular social evasion or dilution - to whatever ignominious end - it is usually the liberal who gives that lie the greatest lip service. Liberals are people with extremely heavy consiences and almost nonexistent courage. Too little is always enough. And it is always the symbol that appeals to them most. The single futile housing project in the jungle of slums and disease eases the liberals' conscience, so they are loudest in praising it -- even though it might not solve any problems at all. The single black student in the Southern university, the promoted porter in Marietta, Georgia, the hiring of one or two light skinned Negro girls in a New York dept. store sales dept., all ease the liberals' conscience like a benevolent but highly addictive drug.

- -

E) THE WHITE CRIME AND THE PRICE WE'LL PAY -- LEROI JONES

These streets stretch from one end of America to the other and connect like a maze from which very few can fully escape. Despair sits on this country in most places like a charm, but there is a special gray death that loiters in the streets of an urban Negro slum. And the men who walk those streets, tracing and retracing their steps to some hopeless job or a pitiful rooming house or apartment or furnished room, stagger under the weight, humiliated.

These mad white people are killing black unity and black people all over the world, in Africa, Asia, Latin America, these same mad white people who every day of our lives demonstrate that they are not fit to live on the same planet with soulful human beings, these are the enemies of our world, these are the fiends against whom we black people had better protect ourselves.

Man is either free or he is not. There cannot be any apprenticeship for freedom. My God, what makes a black man, in America or Africa, or any of the other oppressed colonial peoples of the world, less ready for freedom than the average DAILY NEWS reading American white man?

But everybody's got to pay some kind of dues, one way or another. It won't even matter, finally, if the person happens to be "innocent"; there is no such thing. If you are alive, now, you are involved with now, even if only by default. You know what "German" still means. It means Nazi, liar, murderer, beast. In a few years, the word "American" will have that same connotation, for the rest of the world. (In most of the world it has that connotation already.)

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S.C.

Introduction

In a community where so many share the same common problems, and as individuals can not find an effective way to create change, there is a minimum of service delivered. While the area residents are aware of it"s problems, they are not actively aware. One of the reasons for this is, in the past there has not been a central location to funnel information to them. While this is one of our aims our goals go further.

It is agreed, by all of us involved with the Beekman Community Center, that part of the problem is a heightened community awareness. Another part is to find a viable way to arrive at these solutions, and a feasible way to achieve them. We believe, we have found a way to accomplish both.

In order to improve conditions, two major tasks must be undertaken. One is to organize tenants in buildings, so they can receive concrete and practical knowledge of the rules and regulations of the City Code and Agencies, so they can protect their rights and privileges under the law.

Second, to use this organizing effort to involve the tenants in other problems confronting the community such as; Public Assistance, Unemployment, the proposed Decentralization of Schools, or Community Control

Dope Addiction, it's symptoms and effects accompained by the ever mounting high incidents of crime.

The Staff will go into buildings, bring tenants together and through joint action develop this awareness. In pratice, tenants seldom come together without the efforts of organizers, therefore, paid workers are necessary to inititate an organized program on the problems, to develop the resources to sustain the program in each building as well as in the community.

It is impossible, for us, to put into words the smell of filth, or the amount of garbage in this area. The unheated buildings, the lack of hot water, the unwashed public hallways. The amount of Animal execrement on our sidewalks. In fact what happens to a community when services paid for are delivered in a hap- hazard manner.

These are the things we must live with daily, the smell of garbage, the difference of smells here and mid-town. Neither can we put into words how it feels to go to bed night after night in a freezing apartment and the Agent promises to repair the furnace and each day he gives a different excuse for not doing so. The mother who must heat water to wash the dishes or to bathe her children and then worry how she is to pay for the gas that has been used, because her Welfare Budget will remain the same.

The despair of a Welfare recipient who has been robbed of her check and how diffucult it is to get it replaced, when in fact it is hardly ever totally replaced, only partially. Or a recipient who has been the victim of a burglary or fire and all of the family possessions are gone, and the one aid she had to help with the children, the Television Set, is gone. It will be almost a year before she can replace this item, because it is not a replaceable item by the Department of Social Services.

As stated in this introduction it is impossible to put the smells, sights and sounds into words. The dope addiction, the neglected health, the rats and roaches or the air of decay, while all can talk about it we need help to do something about our problem.

PROGRAM DESCRIPTION

The concept of this program is to organize people to help people. To organize building by building block by block. To elect building captains and block captains, to organize a community for a effective and programed community service.

It is our aim to train at least one person, from each block, where ever possible, in Leadership, identify felt needs, Survey techniques, Follow-up, Welfare Rights Tenant landlord relations, and communications skills. To train to see the the community as a whole, to work for the betterment of the entire community and yet care for the individual complaints.

To have these trained persons work on area conditions, on the choice and development of issues to the betterment of all the people. These trainees will area residents and will be trained by staff and outside instructors as provided for in the budget. These trainees and staff will co-ordinate efforts throughout the community to improve services and relate programs to one another.

Through The Beekman Community Center the residents will plan and evaluate, with built in controls, both long and short range strategies for over-coming the ills of their community.

All organizing efforts are to create a trained community group, trained to recognize and act appropriately on area needs. The goal is to have a neighborhood Center for and controlled by neighborhood residents, providing a variety of services and activities including those determined by the residents as the program develops.

This Center will provide information and follow-up through staff and volunteer workers on Urban renewal, Rehabilitated Housing, Welfare Rights, Narcotic Addiction, and the resources available to deal with the problems. On the rights responsibilities and benefits of Public Assistance, on Health services, on Training programs as well as the development of other Training programs relevant to the needs of the population and assuring career ladders.

This program will provide information and follow-up on Legal Services, Tenant landlord relations, Educational opportunities also Youth programs and activities, on recreation and outings to City and State Parks for all age groups. On the Decentralization Plan and the concrete training programs based on the specific requirements of participants and the community they shall serve.

Specific training will enable these community spokemen to represent their community both constructively and honestly, if this training is not being provided, it will be provided by Staff and outside instructors.

Information will provided on not only the proposed Decentralization Plan but on what ever plan considered and passed by the State Legislature. The design of this program is to involve the residents in helping to make the decisions that will affect their lives.

The Center willprovide tie-in with Neighborhood Legal Services for advice, information and representation. Advice on installment buying and consumer protection, advice on all legal matters.

Implementation and Supervision will be the direct responsibility of the Centers Officiers and Staff, who will be respomsible to a Board of represenative people.

Participation in these programs will be by all persons who are currently living in the community without regard to race, creed, color or national origin.

PROGRAM ACTIVITIES

One of the greatest and most wide spreading problems in the South Bronx is centred around decaying and demoralizing housing conditions. Most if not all tenant problems are ignored by landlords, who do nothing about them until there are emergencies requiring major repairs. The actvities of this Center will be to organize tenants, elect building captains in each building to deal constructively with tenant and building wide difficulties to hold people accountable to each other and to present their problems to their landlord. The ultimate aim is to have these conditions remedied, be it by tenant or landlord action.

Organizers efforts will be to bring an awareness of exieting laws and how to use them effectively,to bring building represenatives together with tenants, to form an area wide group to plan and program for area wide solutions. As staff and volunteers are involved in in organizing buildings, they will be able to collect the other significant data that will provide a basis for comprehensive planning for the needs of the area.

Although, this area is within the boundaries of the Mott /Haven Vest Plan, nothing is included for this area.

For example, in attempting to bring low income co-op housing, through rehabilitation, into this area by an organization known as CENDEFCO,we find that exact information is necessary as to income, size of family ect. to determine if the program is feasible. This and any other information can be obtained much more meaningfully and accurately in the course of working with tenants, than by simply running a survey.

A.R.C.H. (Architectural Renewal Committe of Harlem) has committed itself to providing free consultant service to help this Center, and residents, develop and implement a comprehensive physical program for this area.

We find that long range goals must and will be an essential part of our thinking and activities. While workers are available there will be a current resident developed plan that will give direction to our activities, and to the knowledge accumlated in the process. This proposal is a beginning. Work on it has shown the value of putting on paper the knowledge of procedures, as well as expressing the needs of residents in qunatitative terms.

FOLLOW-UP

The most difficult of all Center functions will be Follow-up. To be sure that the people that we are trying to help are being helped in a manner of which they approve, but also in such a way taht they will learn and gain self confidence in how solve their own problems. In Follow-up we will use Youth Corp Workers, volunteers as well as staff to re-visit each apartment and building to ascertain when and if complaints have or have not been satisfied.

Organizers will be responsible for follow-up in their assigned buildings and blocks and to providing tasks for volunteers and Youth Corp Workers that are relevant to community problems. Further this is another example of a key principle of our program activities that they seek to make existing resources active for a change in this area. Similarly, Legal Services programs can be used more effectively in housing litigatation if tenants are organized. Code Enforcement Agencies are of course the most obvious example of existing but ineffective programs, they will, we hope, produce more effectively under organized tenants. This procedure will used in all Follow-up, with some variations whenever needed. One of the main reasons for using this type of follow-up is to make use of Teen-agers, Youth and Adults in an effort to have as much direct community participation and involvement as possible.

INFORMATION

The information section of this Center is the technique we will use to relate programs to one another. Staff organizers after organizing tenants will hold workshops in Problem Solving, they will demonstrate to residents how problem solving methods are useful in the home. How a parent can use this knowledge to create a smoother functioning household, and use this same knowledge to help with problems that are area wide.

The information section will provide information on training programs that are on-going such as Manpower as well as with the Department of Social Services and others. The implications of these programs are manifold. Social Services will hire a recipient as a baby-sitter so another recipient can be trained for eventual employment. The baby-sitter will be earning her way, and the trainee will earn her way , after training. To provide information on all on-going programs and information on how to get additional programs. Information on the advantages and disadvantages of greater use of City Hospital and Clinic facilities. To get as much of the public money into the Department of Hospitals through the use of Medicare and Medicaid at City Clinics and to maximise health care to each individual.

To provide information on what ever will have been passed by the State Legislature on the Decentralization of Schools. On how to be nominated for a position on the District School Board, on how to get the training that is to be provided if they are elected, so they can represent their district and neghhbors constructively and honestly.

Information on the possibilities of Urban Renewal both as to new and rehabilitated housing, as well as opportunities such as low income co-op through F.H.A. mortgages. On how community organizations can become co-sponsors by joining others with longevity. On how we can improve sanitation and change the pattern of garbage disposal. On the implications of the high rate of crimeand how better and productive relations with law enforcement agencies can be developed.

The information being provided will be essential as stated earlier, in formulating and implementing short and long range goals crucial to this community.

JUL 7 - 1969

Budget for 1st year

1.	Personnel including fringe benefits& f.I.A.C 10%	$46,196.00
2.	Equipment	1,750.00
3.	Consumable Supplies	800.00
4.	Space Rental	1,212.00
5.	*Consultant & Contract Services	4,500.00
6.	Transportation	728.00
	Utilities & Phones	1,110.00
8.	Subscriptions & Books	225.00
		$56,521.00

* Without Evaluation

Personnell

1.	Director	$150.00 per week	52 weeks	7,800.00
1.	Assistant Director	125.00 per week	52 weeks	6,500.00
1.	Bookkeeper-Typist	125.00 per week	52 weeks	6,500.00
2.	Change Agents Salaried	100.00 per week		10,000.00
3.	Change Agents with stipend	60.00 per week		11,160.00
				$41,960.00

Plus 10% fringe benefits, F.I A. C. ect. .$4,196.00

Total $46,156.00

OfficeEquipment

#_	Descrip ion	Price per item	Total
1.	Mimeograph (used)	250.00	$250.00
19.	Chairs @	10.00	100.00
2.	Filing Cabinets (shelf files)	86.00	172.00
1.	Storage Cabinet	60.00	
1.	Blackboard	55.00	55.00
2.	Typewriters @	100.00	200.00
20.	Clipboards @	m.75	15.00
10.	Index card file boxes	.50	5.00
5.	Rubber Stamps @	1.50	7.50
2.	Typewriter Tables @	13.00	26.00
3.	Staplelsrs	3.00	9.00
1.	Hole Puncher	5.00	5.00
1.	Pencil Sharpener	3.00	3.00
2.	Rotary card file @	12.00	24.00
2.	2 Drawer filing cabinets @	60.00	120.00
1.	Paper Cutter	25.00	25.00
1.	Time Card Rack	8.00	8.00
1.	Air Conditioning unit (used)	100.00	100.00
	or 2 Fans (used)	50.00	50.00
2.	Electric Heaters (used)	20.00	40.00
6.	Steel Desk Sorters (5 dividers)	6.50	38.00
1.	Shears	5.00	5.00
2.	Vertical sorters &distributors	12.00	24.00

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1. Adding Machine (used)	45.00		45.00
1. Pitney Bowes machine @	7.50	per month	80.00
1. Tape Recorder	180.00		180.00
1. Reflex Camera (used)	60.00		60.00
1. Bull Horn	70.00		70.00
			$1,772.50

Consumable Supplies

8 Employes @	$100.00 per year	800.00

~~xSeexappendixxB~~

Index cards @.25
Carbon paper @ 4.00 per 100 sheets
Typewrite r @ 4.20
Mimeograph paper @ 1.50
Poster board @ .20
Brown paper for signs @.10
Stapels @ .54 per box
Journals
Ledgers
Glue
Masking Tape
Magic markers
Typewriter Ribbons
Six compartment envelopes
Manila folders
Mimeograph ink
Stencils for mimeo (electric & manual)
Envelopes
Light bulbs
Letter Head
Erasers
Tape for Recorders
Film for Camera
Stamps
Certified Mail
Cleaning supplies for office

Space & Rentals

Storefront	100.00 per month	1200.00
P.O. Box 1.00 per month		12.00
		$1,212.00

Consultant & Contract Services

52 days @ $75.00 per day	$3,900.00
C.P. A. @ 50.00,per month	600.00
	$4,500.00

Transportation

Utilities & Phones

Electricity	$25.00 per 2 months	$ 150.00
Phones	80.00 per month	$ 960.00
		~~$1,11x~~
		$1,110.00

Subscriptions & Books ect.

Newsletter of City Wide		15.00
Newsletter of Mte Council		15.00
Register from Dept. of Social Services		15.00
Books for Center (Manuals ect.)	15.00	180.00
		$ 225.00

Budget for 2nd year

1.	Personnel including 10% increase except Director	$49,891.60
2.	Equipment	200.00
3.	Consumables	800.00
4.	Space Rental	1,212.00
5.	Consultant & Contract Services	~~3,475.00~~ 2,475.00
6.	Transportation	728.00
7.	Utilities & Phones	1,110.00
8.	Subscriptions & Books	225.00
		~~$57,836.60~~ $56,836.60
	F.I.A.C & fringe benefits 10%	4,989.16
		~~$62,825.76~~
		$61,825.76

Budget 3rd year

1.	Personnel	$49,891.60
2.	Equipment	200.00
3.	Consumable Supplies	800.00
4.	Space Rental	1,212.00
5.*	Consultant & Contracts	2,475.00
6.	Transportation	728.00
7.	Utilities & Phones	1,110.00
8.	Subscriptions & Books	$ 225.00
		$61,825.76

Summary

Personnel benefits & 10% increase 2nd year	$150,968.36
Equipment	2,150.00
Consumable Supplies	2,460.00
Space Rental	3,636.00
*Consultant & Contract Services	9,450.00
Transportation	2,184.00
Utilities & Phones	3,330.00
Subscriptions & Books	675.00
	$174,693.36

*Without evaluation

~~Without evaluation~~

April 12 '67
52 First St
Albany N.Y.
12210

Dear Mr. Moore

The Report here that I've filled out, I've got another Blank Copy, not Knowing did you Both Copy filled out. If this is the Case I'll Do just that.

Thank you for your time.

Sincerely
Clarence Newton

P.S

We talk about Relationship within and about the Black an White Community the last time. the Brothers have form and Advisory Committee, for Better Communications, to Keep the Door open that Better Understanding Exists between the Whites and Police Department.

Thank You

Brothers

April 18, 1967

Mr. Clarence W. Newton
52 First Street
Albany, New York

Dear Brother Newton,

We received your letter of April 12, 1967, and it made us feel very good to hear from you. I have received your report on Social Action Organizations and found it most informative. We feel that Albany is a key area in that it is a state capital and a community that very few organizations have been effective in and to us a major target area. That blank form you have can be used if you feel there is another organization in you community that may be effective.

It makes us proud to know that you have formed an advisory committee for better communications within your community and to keep the door open for better understanding (as you say) between Whites and the Police Department. The Brothers will be a tremendous asset to our workshop on April 28th to 30th.

Looking forward to seeing you then.

Sincerely yours,

HS:ljj

Hank Smith

May 25, 1967

Mr. Van Dyke
The Brothers Headquarters
170 North Pearl Street
Albany, New York

Dear Mr. Van Dyke:

Regarding your request for information on surplus army uniforms, I had my secretary make some inquiries.

It was difficult to find out very much without more specific information like quantity, type of uniforms, etc. However, I suggest that you write to:

Kaufman Surplus and Arms, Inc.
319 West 42nd Street, N.Y.C.
Telephone #PL 7-5670
Mr. Finkelstein - Store Manager

They may be able to do something for you.

Yours in freedom,

Ronnie M. Moore
Director, Leadership Development

RMM:at
bcc: H. Smith, Jr.

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ALBANY COUNTY CITIZENS COMMITTEE
TO INVESTIGATE VOTING AND ELECTION
(ACCCTIVE)
TO
HON. NELSON A. ROCKEFELLER
GOVERNOR OF THE STATE OF NEW YORK

PETITION

Honourable Sir:

In view of the past history of election fraud investigations in this County, last years refusal to acknowledge the Attorney General's findings and the current growing concern over the lack of enforcement of the election franchise, we the undersigned do hereby urge and petition you as follows:

1) that pursuant to authority contained in sections 63 and 70 of the Executive Law, a special District Attorney be appointed to pursue and conduct an investigation of the voting practices in and for the County of Albany

2) that pursuant to said Law you execute a written order giving exclusive jurisdiction in such investigation and the prosecution of frauds discovered thereby to such special District Attorney

3) that you take all further steps you may deem necessary to relieve the County of this unwholesome stigma.

NOTE: We the students and/or faculty of Siena College support this petition for moral reasons, and therefore signed as individuals, not in the name of the College:

Mike Flanagan
John Gorman
Cliff Pizer
Steven MacCarthy
Phillip Bellwald
John Waters
Andy Wood
Michael Tighe
William F. Mahony
Kevin M. Carroll
Joseph F Grant
Michael Cuddle
Thomas C Kennedy
Thomas R. Hunt
David Lippert

Jack O'Connor
Keith M[illegible]
Kenneth Hoffman
David Solowski
Paul F. Tunney
Dennis Tucker
John Kennedy
John Ullrich
Gary Cowman
Leland R. Smith
Robert J. Mayone
Dennis W. Sheedy
David E. Smith
Elijah W. Mostellar
Albert W. [illegible] Jr.
Chris Marlowe
Peter Matthews O
Gerald E. Tynan

Herbert T. Robinson III
Richard A. Connell
John Hartnett
Mike Skiad
Gary Samoski
[redacted]
Donald B. Dawson
Jon Zimmerman
[illegible] Parisi
Lawrence Paladino
John Webster
John Carroll
Robert A. Monaco
Jeff Haselbarger
Frank Fila
Brian Torrey
William J. Thompson

DISCLAIMER NOTE

Thirty-five pages of signatures to this petition have not been filmed. They can be found at the Archives Division, State Historical Society of Wisconsin.

Brothers

REPORT TO THE ALBANY COUNTY REPUBLICAN COMMITTEE, INC.

The Grand Jury of Albany County has been the subject of study in depth for the last five months by a select committee which has spent many hours examining the grand juries in this county since 1960, including the present one. The grand juries studied were in relation to each other and vis a vis the members of each grand jury.

Research material used included the seven grand jury lists for each year as supplied by the Commissioner of Jurors; the current list of Republican, Democrat and Liberal party committeemen; the latest enrollment books for Albany County; and the city and town directories of the county whenever this information was available.

A legal memorandum concerning the make-up, organization and duties of the grand jury as it is supposed to operate in New York State was prepared and is incorporated in this report.

The purpose of this study was fourfold: to discover if there was discrimination in the selection of grand jurors (1) geographically (2) politically (3) racially and (4) occupationally. The information which follows strongly suggests the answer to each portion of the question is affirmative.

LEGAL AND HISTORICAL BACKGROUND OF THE GRAND JURY

The institution of the grand jury dates back to the 12th century when the Norman invasion of England brought many legal reforms to Great Britain. Henry II instituted the theory of law which permitted a citizen to bring before the king's judges wrongs done and the tradition of the grand jury together with the refinements which have come down to us through the centuries is a right purchased at the price of countless lives and desperate courage born of a citizenry completely at the mercy of the government in power. After all, a primary safeguard the citizen accused of crime has is the citizen-jury system; and, in the first instance, it is the grand jury which safeguards the rights of the innocent or recommends the prosecution of those whom it is reasonable to suppose might be guilty of crime. Centuries of wisdom,then, are the distillate which we now call the modern grand jury system which we find in the laws of the State of New York. The rights, powers and duties of the grand jury, its organization, qualification and method of operation are set forth in the State's Constitution, the Code of Criminal Procedure and the Judiciary Law.

A grand jury is to consist of a body of persons who are citizens of the county and number from 16 to 23. The foreman of the grand jury is appointed by the presiding judge. Article 18 of the Judiciary Law establishes a county jury board consisting of the county judge, the surrogate and one member of the county board of supervisors. This board is empowered to appoint a commissioner. In Albany County the judge is Martin Schenck; the surrogate is Harold Koreman; the commissioner is Mrs. Elizabeth Pinckney. Her appointment is for a four year term.

The commissioner's duties involve keeping records of all proceedings held in his (or her) office and furnishing a copy of those proceedings to "any person applying therefore and paying the fees". The commissioner is bound to determine the competence and eligibility of individuals for jury service and to determine claims for exemption from jury service. She is charged with the responsibility of drawing panels of jurors for surrogate, county and supreme court and this duty includes grand and petit jurors.

The commissioner is also instructed as to the source of procuring names for the grand jury. They shall come from the latest census, the telephone directory, assessment rolls, voters registry lists and any other sources.

Grand juror qualifications are reasonably easy to meet. A citizen who is a resident of the county, from age 21 to 70 and worth $250.00, able to read and write English, of sound mind and good character and without a criminal conviction involving moral turpitude are qualified to act as grand jurors. Elected officials are not qualified to act nor are public officials who are paid more than $1,000.00 annually.

Drawing of jurors names is to be done after mixing up the names and drawing them blind whereupon the ballots are to be delivered to the clerk of the court or the judge.

Section 675 specifies that "A person who has served as a grand juror shall not be competent to serve again as a grand juror or as a trial juror......for one year subsequent to the last day of his service."

In Albany County a panel of 36 jurors is selected from which the required 16 to 23 members (usually the latter number) are selected. A majority of the grand jury (or from 9 to 12 members) is required for affirmative action.

GOEGRAPHIC DISCRIMINATION

If you live in one of Albany County's three cities you have a much greater chance of serving as a grand juror. And, if you live in Albany your chances are proportionately even greater. In 1961, of the 252 grand jurors on that year's seven panels, 195, or 77% were residents of the city of Albany. Nine more were from Cohoes and Watervliet making an even 80% of that year's jurors city residents. The remaining 20%, or 48 citizens, came from the county's ten towns.

The 1960 federal census disclosed that the county's population was about 275,000 with about 100,000 living in the ten towns, or 58% city residents to 42% town residents.

In 1962 the city of Albany had fewer members on the grand jury panel . . . three fewer. Seventy-six percent of that year's panels were from Albany city. Cohoes and Watervliet had five grand jurors between them making a city total of 77%. Fifty-five or 23% of the remainder were from the ten towns.

In the first four grand jury panels of 1963, 111 of a possible 144 were from the city of Albany. Cohoes had three and Watervliet had four for a city total of 118, representing 81% from the three cities, 77% from Albany city. There were no grand jurors from the towns of Berne Knox or Westerlo.

Selection, geographically, seems to follow a definite pattern. Albany city, during the years under investigation had at least 24 members and a high of 32. The exact numbers by year follows:

Number	24	25	26	27	28	29	30	31	32
1961		1		2	3				1
1962	1		1	2	2				1
1963				2	1	1			
Totals Albany city residents	1	1	1	6	6	1			2

This means, of course, that except for the grand jury with the smallest number of residents of the city of Albany (24) included the remaining 12 from outside the city a majority of the members of any other grand jury would be city of Albany residents and would have a working majority voice and working control of the work of the grand jury.

POLITICAL DISCRIMINATION

Over 70% of the grand jurors examined were registered as Democrats. Republicans accounted for 3.2% and Liberals for over 1%.

During 1961, 71% of the grand jury panelists, or 179, were registered Democrats. Eight Republicans are found on the list and five Liberals.

Of these, nine were Democrat committeemen and three were Liberal Party committeemen. In other words nearly five percent (4.7%) were officials of a political party.

In 1961 total party enrollment was 130,320. Less than one percent (759) were registered in the Liberal party, while Republican enrollment was 31% and Democrat enrollment accounted for nearly 70%.

Nineteen sixty-two found 68% of the grand jury panel as registered Democrats (171 out of 252) with five Republicans and two Liberals. Six of these were Democrat committeemen and two were Liberal committeemen. Republicans accounted for 1.98% of this year's grand jurors with no more than two Republicans serving on any one panel. Three percent were political party officials, six Democrat and two Liberal.

Of the 144 panelists examined in 1963 one hundred nine, or 75% were Democrat. Five percent (8) were Republicans. Four percent (6) were Democrat committeemen.

Overall, 70.8% were Democrats; 3.2% were Republicans; 1% were Liberals and four percent were Democrat or Liberal committeemen. No Republican committeemen served.

The range of Democrats serving was from a low of 18 in March 1962 to a high of 31 out of 36 in January and March 1962 to a high of 31 out of 36 in January and March 1963. The median number of Democrats serving was 25 out of the 36 grand jury panelists.

It follows arithmetically that, all things being equal, registered Democrats would ahve a majority on each and every grand jury. It also assures that there must be a majority of Democrats on any panel which has 27 or more registered Democrats on the panel. This occurred eight times out of the 18 juries studied.

RACE DISCRIMINATION

If any Negroes served on a grand jury during the last three years, your committee was unable to discover his or her identity. Negroes just don't live in the wards from which grand juries are drawn. 72% of all grand juries in the first four grand juries in 1963 were from three wards in the city of Albany. The 13th ward had 53 of these 144 members, or 36%; the first ward had 22%, or 32 and the 18th ward had 14%, or 21 jurors. Seven wards had no representatives on the grand jury since 1960. These wards are: the 5th, 6th 7th, 8th, 10th, 14th and 15th. Over 90% of the Negroes in Albany live in these wards. Only 16 jurors from the other 16 wards (other than the 1st, 13th, and 18th) were on the grand jury panel. Negroes number approximately 12,000 in the city of Albany whose population is approx. 129,000. These 3 wards represent approx. 19% of the county's population yet they had 72% representation on the grand jury panels. This bias in favor of these 3 wards is a continuing phenomenon as the geographic and political figures demonstrate.

Our inquiries and scrutiny by those who should know fails to point to jury service by a single Negro on Albany County's grand jury in the last three years.

(Crime statistics and their analysis were not a part of this study; yet, it is safe to assume that there are individuals from the unrepresented wards in the city of Albany, to say nothing of the underrepresented cities and towns, who are accused of crime and are brought before a grand jury. As presently selected, these defendants would not find a neighbor on the grand jury. Unquestionably, Negroes are the subject of grand jury investigations; yet, the Negro race is not represented on the grand jury. Unquestionably, citizens of the 5th, 6th, 7th 8th, 10th, 14th, and 15th wards are occasionally the subject of grand jury investigation; they are not represented on the grand jury.)

A review of the individuals who have served as Albany County grand jurors inescapably supports the conclusion that many people have served repeatedly. These few have shouldered the duty which might have been undertaken by a broad cross-section of the community. The following names have appeared twice on grand jury panels during the last three years, unless a (3) or (4) follows their names which would indicate the number of times these people have appeared on the grand jury panel.

Joseph J. Adams, William H. Adams,(3), Joseph Albrinht (3), George E. Allen, John E. Andres, Henry Ashline, Orrin J. Barr, Henry F. Bender, William J. Bender,(3), William H. Bensinger, Frank E. Benson, Lionel Biagiotti, John H. Bickel, Frank S. Blaisdell, Eric Boyer, John L. Branche, William J. Brantigan, David J. Buckley, Paul J. Buehler, William R. Bullion Jr., Patrick J. Burke, Richard Burke,(4), Peter Burns, James R. Callanan, John M. Campbell, Robert J. Campbell, Evelyn M. Campbell, Edwin J. Clas, George A. Congdon,Jr., Thomas D. Connelly, (3), Frank J. Cooley, Thomas M. Coyle, Peter Criscone, Charles Crounse, Thomas F. Crowe, Charles Crummey, Jerome J. Curran, Howard H. Currey, Edward J. Daggett, (3), Daniel J. Daley, Nettie E. Darbecker, Walter E. Davis, William Desormeau, Richard Devine, Thomas Dolan, John J. Donlon, (3), John H. Donohue, Francis Doran, Edward J. Downes,(3), Charles Doyle, William J. Eagan, Joseph C. Farrell, (3), J. Otto Fausel, Anthony J. Feeney, Anthony T. Feil, Gerald B. Firth, Raymond J. Flagg, Kyran J. Flannery, (3), John E. Flint, Donald E. Francis, (3), Henry Friebel, William H. Friebel, Frank D. Frymire, Charles W. Geoghegan, William V. Griffin,(3), Edmund Hamilton, Frank Hammett, William P. Hanley, George E. Hanner, John A. Henderson, Gregory W. Henzel, Joseph Heublum, John B. Hopkins, Vincent Hopkins, Paul P. Houck, Bartlett M. Huth, Frank Iarossi, John R. Jordan, John L. Joyce, John J. Kampf, Charles Kavanaugh, William H. Kelly, Henry Keoughan, Joseph F. King, Raymond Kinley, Leon Klein, Milton Klein, William F. Knauf, William V. Koza, Donald H. Lang, Winfred Lavigne, Francis Layden, Frank J. Leonard, Jack J. Leslie, Robert Leyden, Catherine Liddane, Frederick Lonergan, James J. McCann, Joseph M. McCarthy, James T. McEnaney, Harold McEnaney, Thomas J. McEnaney, Cornelius A. McGuire, James L. McHale, Terrance McNally, John J. McNulty, Harry Marks, (3), William K. Martin, Edmund G. May, Dudley Maynard, Gabriel Meckler, John W. Mielke, John A. Miller, Ruth M. Miller, Alexander M. Mitchell, Thomas B. Moloney, Jr., Harold R. Moore, John J. Mulderry, Werner O. Muller, James F. Mulroy, Jr., Edward F. Murray, John J. Nolan, Edmund O'Brien, Katherine O'Brien, Charles O'Connor,(3), Edward J. O'Connor, Chester J. O'Hare, John J. Olander, Mildred O'Mara, George D. O'Neil, Robert O'Toole, Arthur Pagano, Harry N. Pitt, Jr., Frederick Proctor, Louis E. Preiss, Mathias J. Quackenbush, Charles A. Radick, Leonard Raymond, Edward F. Reilly, Francis J. Riley, John D. Rourke,(3), Raymond H. Ryan, Alfred Salamide, Edward F. Shea, Edward M. Sheean, Thomas E. Shelly, Joseph N. Snyder, George Stackman,Jr., James A. Stiles, Frank Sullivan, Donald Tenney, Leo J. Thibodeau,(3), Joseph P. Tholl, Joseph E. Tierney,(3), Angus C. Uhl, Robert Van Hoesen, Fred Van Kampen, Gerald Waldbillig, James J. Warren, William Weinlein, Frederick T. Weis, John V. Weis, George A. Winegard, Fred Yezzie.

In other words, over one half of the grand jury panelists over the last three years have appeared more than once on a grand jury panel. 164 have appeared twice; 16 have appeared 3 times and one has appeared 4 times. Perhaps it is superflous to add that only one Republican appeared more than once.

Beyond question the selection of the grand jury panels suggests either a lack of effort to find new and qualified citizens to serve or an unimaginative approach to the task of selecting a truly representative grand jury panel.

Our community's banks and insurance companies do yeoman duty serving as grand jurors. Insurance company's and bank's employees frequently number 25% of the panel and on no list are these vocations [illegible] unrepresented.. For instance, in the first four grand juries of 1963, 14 insurance company people and 12 bank employees served on grand jury panels--or 18% of the grand jury was represented by these two industries. Among the banks represented are: National Commercial Bank, State Bank of Albany, City & County Savings Bank, First Trust Company and Home Savings Bank. First Trust has more employees serving as grand jurors than any other bank and is almost always represented on the grank jury.

Among the insurance companies Rose & Kiernan is usually represented; Albany Associates is less frequently represented and the many other companies have an occasional representative.

Firms frequently represented by one employee on a number of grand juries are: Niagara Mohawk Power Corp; Smith Paper Co.; Eckert Oil Co.; McEnaney Oil Corp. Central Dairy; New York Central R. R.; Capitol Buick; Henzel Powers; Bond Stores; Albany Gravel Co.; Boyd Printing Co.; Williams Press; Shelly's Grocery; Wyeth Laboratory and H. Horton & Co.

Several county employees have appeared on grand jury panels and the wives of several city and county employees have also served on these panels.

A CASE IN POINT

Demonstrative of the grand juries your committee has examined, and the point we seek to make, is the September 1962 Grand Jury. This was a county grand jury impanelled by Judge Martin Schenck.
This panel of 36 consisted of:

a) 26 registered Democrats
B) By Albany Wards:
    1st-7 members
    13th-9 members
    18th-4 members
    16th, 17th and 19th-1 each
c) One Liberal
d) Two Democrat committeemen
e) One Liberal committeeman
f) No Republicans or Republican committeemen
g) 27 city of Albany residents
h) 1 Watervliet resident
i) Four Town of Colonie residents
j) One town of Bethlehem resident
k) Two Guilderland residents
l) One Green Island resident
m) Eight bankers:
    First Trust Company - 3
    State Bank of Albany - 2
    Albany Savings - 1
    City and County - 2
n) Three insurance people
o) Chairman, Albany County Civil Service Commission
p) And from Niagara Mohawk (3); and one each from the D&H R. R.; Williams Press; Smith Paper Co.; Central Dairy; Henzel Powers and H.W. Desormeau Tobacco, Inc.

With variations this pattern is repeated in grand jury after grand jury. The consistency of the pattern seems to indicate that fresh, new names added to the grand jury list would make for a lesser burden on these men and women who serve so frequently.

Of interest is the current grand jury (October 1963) which includes 20 "repeaters", including the foreman and assistant foreman. This means that 20 of the 23 men (no women) have been called upon at least twice to serve their community as grand jurors in the last three years. Considering that our county has more than a quarter million people, this hardly seems fair to these individuals.

Not only does the concentration of grand jury panelists in three wards of one city in the county, the high concentration of registered Democrats, the lack of known Negro representation and the concentration of bank and insurance personnel raise a question as to the fairness and reasonableness of asking these people to serve again and again--but, a substantial question, a legal question, is raised as to whether a grand jury so empanelled has the power to legally hand down an indictment which is not subject to dismissal upon objection by the defense.

The interesting and instructive case of People v. Prior, 294 N.Y. 405, decided by the state's highest court, was devoted to the composition of a grand jury. The indictment therein returned was upheld by the Court of Appeals by a 4-3 vote with the dissenting decision having been written by the judge who is today the presiding judge of this state's highest court; and, agreeing with Judge Charles S. Desmond in that dissent, was the only other member of the court presently on the high bench, Judge Marvin Dye.

Judge Desmond's illuminating dissent refers to the decision of the Supreme Court of the United States, Smith v. State of Texas, 311 U.S. 128, saying:

> "The Supreme Court has lately told us, concerning the selection of grand jurors, that it is part of the established tradition in the use of juries as instruments of public justice that the jury be a body truly representative of the community"

This particular case arose in Albany County only 19 years ago. I believe that a portion of the majority opinion is applicable here and worthy of quotation:

> "Political activity or acquaintance with those active in politics may, nonetheless, furnish ground for doubt whether a juror will judge impartially a charge which touches men with whom he associates more or less intimately; and where a grand jury is summoned for the investigation of 'crimes committed by persons or corporation having business dealings with Albany County or it (sic) subdivisions' a grand jury from which the court has excluded all who are associated with 'anyone in politics' may still be broadly representative of the people of the vicinage if the test is applied with honest intent to obtain an unbiased jury and if no person is excluded from the jury because of his political views or because of his enrollment in a political party or because he belongs to a particular social, religious or economic group."

The grand jury there under consideration was composed of 23 people: nine enrolled Democrats, six enrolled Republicans and 8 unenrolled.

CITY WIDE WELFARE UNION

Have you had any trouble with Welfare?

Are you getting all the aid coming to you?

Have your checks been coming late?

Were you ever cut off Welfare when you believed you still deserved it?

Are your complaints given due attention?

Has your committeeman ever told you how you must vote and threatened to cut your check if you didn't?

THE WELFARE UNION WILL HELP YOU GET ALL THE PUBLIC AID THAT IS COMING TO YOU! WE DON'T JUST SEND YOU SOMEWHERE-WE TAKE YOU THERE AND STAY UNTIL YOU GET RESULTS!

You can join the Welfare Union by coming to the Local.

LOCAL #1 Welfare Union Central Office at 170 North Pearl Street, at THE BROTHERS HEADQUARTERS or telephone ~~465-4225~~. 465-3348

Hours: Monday through Friday 9 A.M. to 5 P.M.

UNION WORKERS ARE WAITING TO HELP YOU....ALL SERVICE IS FREE

Brothers

ALBANY COUNTY WELFARE UNION

Welfare Union Central Office
THE BROTHERS HEADQUARTERS
170 North Pearl Street
Albany, New York
465-4220

Date:__________________________

GRIEVANCE INFORMATION FORM

The effectiveness of Welfare Union Stewards in resolving problems of Welfare recipients is built on complete and accurate information about grievances. This form is confidential and is used to begin immediate action.

I. Family Statistics

A. Head of family______________________________________

Address____________________________Age______________

B. Other adults in family, Age___________________________

Children, Age

D. Father of children (if not at home), address, age.

E. Special comments:

II. EXPERIENCE WITH PUBLIC WELFARE

A. Are you now receiving assistance?______________________

B. If not, have you applied? When? What happened?

C. If now on assistance:

1. When did you first receive aid?______________________

2. Name of present caseworker:_________________________
3. Other caseworkers:__________________________________

____

4. What is your monthly grant?_________________________

5. When do your checks arrive?_________________________

6. How often does caseworker visit?____________________

7. What is your worker's attitude toward you?________

____

8. Has your assistance ever been suspended or cancelled?
Explain fully:

9. Have you talked to supervisor or any others about
your problems?_______________________________________

10. What is your present problem? (Note to interviewer:
Get all pertinent facts by listening well. Also
use recipients own words in reporting what he feels
personally about the problem.)

III. Budget Requirements

A. Rent

B. Light

C. Gas

D. Coal

E. Food

F. Clothing

G. School

H. Special expenses (Medical, overdue bills, etc.)

I. Comments:

IV. OTHER SOURCES OF INCOME

(List all other sources of possible income to be considered by public aid in claculating grant.)

V. GRIEVANCE SUMMARY

(Outline the grievance and state simply. This will clarify and give opportunity to review the entire conversation. List all complaints carefully.)

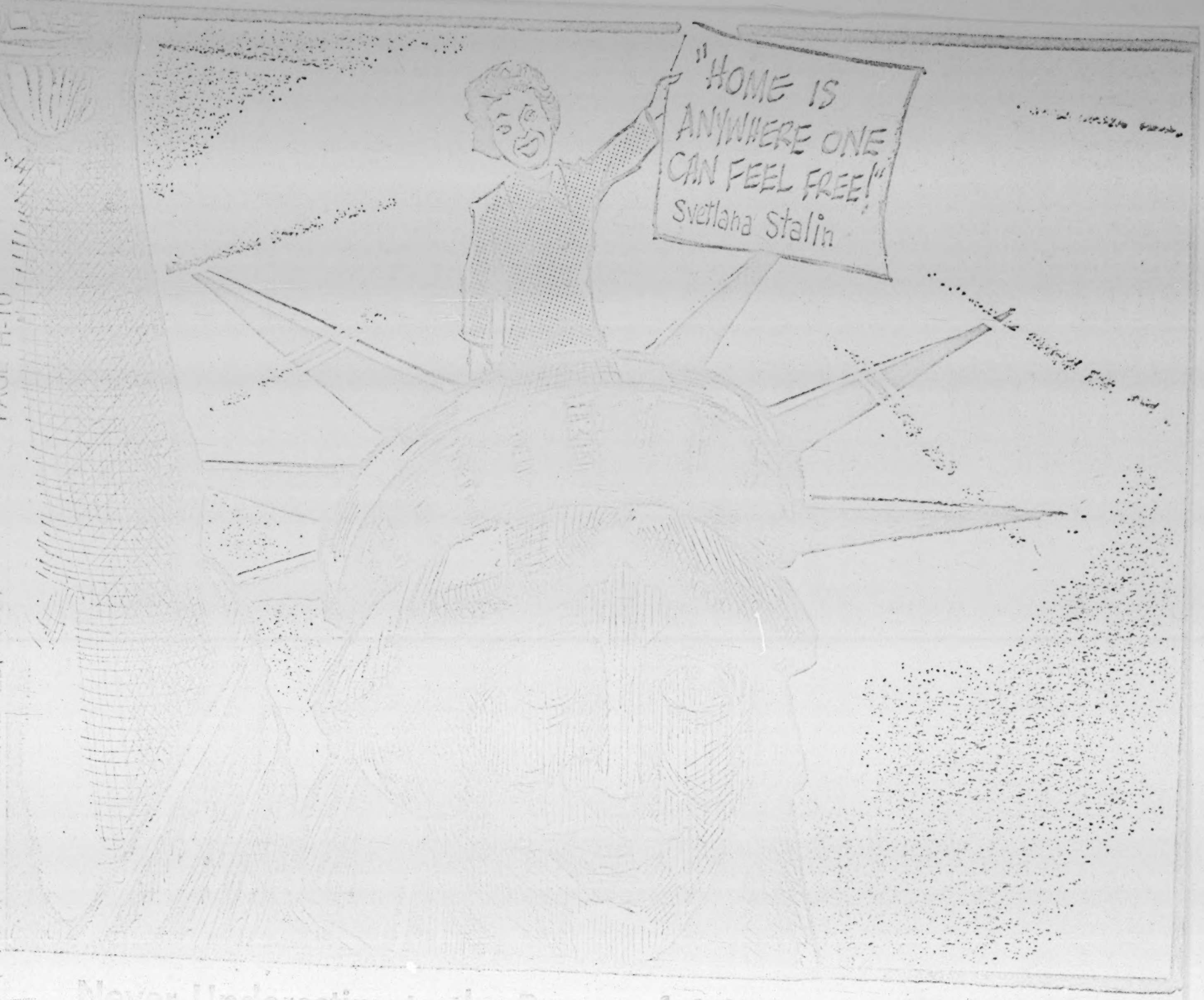
VI. CONCLUSION

Remember to emphasize that immediate action will be taken, action will demand participation of recipient with A.C.W.U.. Stress ACWU aim in working with the problem is to build an organization of people committed to staying together in solving Welfare problems. Always urge person to come to meetings of Union and or related neighborhood groups.

VII. **FOLLOW-UP**
(List date and description of all action pertaining to this or subsequent grievances. Keep file current!)

ACWU Team Members 1.______________
@.
2.______________

SUNDAY TIMES-UNION
APRIL 23, 1967 PAGE H-10


"HOME IS ANYWHERE ONE CAN FEEL FREE!"
Svetlana Stalin

Never Underestimate the Power of A Woman

Editorial Comment

New Blood, New Life in Politics

Six fusion candidates have been named by the Albany County Republicans and the Albany Independent Movement to compete for office in Albany city and county this Fall. In a move which is equally as significant, announcement has been made by two members of The Brothers civil rights organization that they will engage in a primary contest against two regular Democratic nominees for the Common Council and County Legislature.

Citizens of Albany will watch with particular interest, we are sure, the vigor and zeal with which these new candidates carry on their campaigns, the arguments they develop as to why they are better qualified to serve the people of city and county than their opponents. They will be watching closely, as well, the reaction of the Democratic organization to this unusual spectacle of a combination of political forces arrayed against a monolith which for many years has not had to worry about where its next vote was coming from.

For the stakes are high in the Fall of 1967, and we're sure all sides know it. For the opposition to gain any more strength on either city or county levels—even one more seat—would be another indication that the voters are starting to think for themselves, that they are no longer satisfied with the kind of government they've been getting in city and county. Such things are contagious, and the Republican-AIM coalition know it as well as the Democrats.

The new County Legislature, based on reapportioned districts, provides the best chance for the opposition forces to gain a greater voice in local governmental affairs. But city districts have been reapportioned as well, and in view of last Fall's vote in some wards, the Democrats face a threat here, too, which is at least tangible.

The Brothers' determination to run in the primary is a welcome one. The incumbent Seventh Ward supervisor, the only Negro holding elective office in Albany County, as his opponent noted, voted "several times" against anti-poverty program "and thus voted against his own people." The reaction of Negro voters to the primary candidates will determine to a large extent just how much of a hold the Democrats continue to have on the Negro population.

For the first time, it appears, strong and active candidates will be running against the Democrats. No matter what the results, if they make even a reasonable showing it will be a healthy step forward for local politics.

LIVING in Capitaland

FRANKLIN
CLINTON
ESSEX
ADDISON
HAMILTON
WARREN
RUTLAND
WASHINGTON
FULTON
SARATOGA
BENNINGTON
MONTGOMERY
SCHENECTADY
OTSEGO
SCHOHARIE
ALBANY
RENSSELAER
DELAWARE
GREENE
COLUMBIA
BERKSHIRE
ULSTER

Submitted feature stories and photos will be returned to the sender provided they are accompanied by a self-addressed, stamped envelope.

The Brothers-

A faltering start, some hesitant steps, on the path to Civil Rights

By Mike Wales

Out front of the dark ghetto of Albany's South End a group of young Negro men banded together in September, 1966, called themselves The Brothers, took a first few faltering steps in the area of social reform, then, election night, suddenly jolted the city with an impact that is still being felt.

The Brothers became a half-hearted reality when Sam McDowell, who is still with the group, suggested to Leon Van Dyke, a man then looking for a job, that they should form a club for young Negroes from the ghetto.

The two men were sitting in the waiting room of Local 190, Laborers' Union hiring hall, when McDowell made his suggestion. Van Dyke liked the idea and thus The Brothers were born. Today Van Dyke is coordinator for the group and has made himself felt on the civil rights front in Albany with a directness that cannot be ignored.

At that time a young college professor named George Bunch was turning the South End upside down and shaking it. He was project supervisor for the South End Community Action Project (SENCAP) and if ever a man took his job seriously Bunch did. He was an advocate of the Saul Alinsky method of bringing about "creative conflict" and "shaking the civil rights bushes just to see what might fall out."

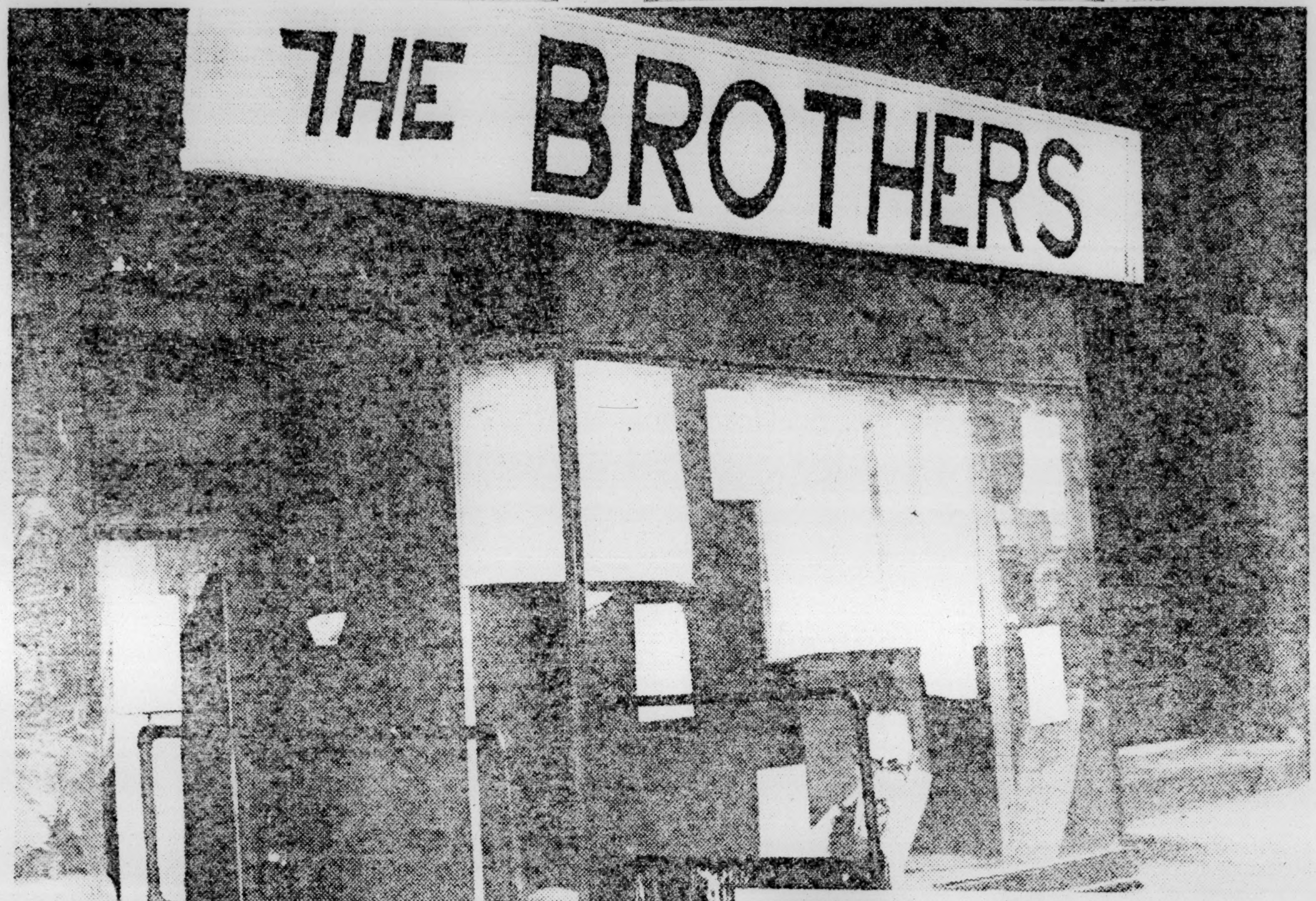
Van Dyke and Bunch met while Van Dyke was trying to get a job and not having much success. Bunch recognized in Van Dyke a sharpness and drive he could use. Consequently the professor-turned-social worker hired Van Dyke as a SENCAP worker. Bunch needed all the support he could get as the old civil rights guard was falling away fast. They feared Bunch's militant methods and "don't give a damn" attitude and, for the more conservative elements, Bunch was too hot to handle.

Van Dyke was willing and eager to draw up the battle lines in an all-out war against racial prejudice and discrimination in Albany. He had felt what he thought was the lash of that discrimination while trying to get a job and apparently found SENCAP the ideal area for mounting a battle line.

At that time Bunch's assistant project supervisor was a young woman named Margie Richards. She, Bunch and Van Dyke formed a combo that was to last for several months until Bunch slowly, reluctantly, and stubbornly, faded from the civil rights picture in early 1967.

These three moved aggressively in such areas as picketing, rallies, and neighborhood participation and the relationship continued, tight-knit, solid, and almost unbreakable—until Bunch slapped a 12-year-old girl for calling him a "derogatory name."

Arrested, thrown into jail, held without bail, awaiting a mental examination, Bunch suddenly found himself all but abandoned. Miss Richards and Van Dyke stayed with him as did a number



Photographs:
Capital Newspapers Library

George Bunch . . . scene of a slapping incident.

of college students, but the Negroes of Albany took a "wait and see" tack. The consensus was that he "had gone too far this time."

During this period The Brothers were a small group with little or no following and supporting Bunch did not help them gain new members. Then Bunch won his release from jail and the support of a great many Albany Liberals and clergy who said they did not condone Bunch's action in slapping a child but did object to the manner in which his arrest was handled. Eventually, he pleaded guilty to a lesser charge and was given a suspended sentence.

Nevertheless Bunch's power in the Negro community was all but gone and it was not long before he faded into the background, fired from his job as project supervisor of [illegible] and later lost

Nevertheless Bunch's power in the Negro community was all but gone and it was not long before he faded into the background, fired from his job as project supervisor of SENCAP and later lost his teaching job at Russell Sage College. He had been a brief, but lively, flash in the pan of the Albany civil rights war and though he remains out of sight now, he is definitely not completely out of the picture.

Meanwhile, The Brothers were expanding. They had Van Dyke, a driving force, and McDowell, the originator of the idea. And others were coming into the fold by one's and two's. They kept their numbers secret (and still do) and elected a new chairman every week. Van Dyke said the reason for this was "to sidetrack any efforts to subvert the group by getting to a chairman."

Early members were men such as Gordon Van Ness, a writer of poetry and a rather gentle man; Robert Gene Dobbs, a fiery opposite to Van Ness; William "Gibby" Gibson, a musician; Peter Jones, an evangelist, and the two Newton brothers, Clarence and Maurice. Maurice once had his own band, barnstorming around the country, but said he quit to be closer to his family.

The group first met in a club house in the South End but later acquired a headquarters at 170 North Pearl Street. They moved in shortly before the November election, quietly and with little fanfare. It was to be a short while before they would project themselves onto the screen of Albany politics with startling results.

Bunch's first reaction to the group was one of slight interest, bordering on indifference. He once said "they have a good idea if they can implement it." He was later to use The Brothers in a rather subtle way, pointing to them as the off-stage threat that might rush stage center at any moment. An example of this occurred when Bunch stated about the alleged $5 vote in Albany, "I think the Brothers will offset the $5 vote . . . they have a special way of handling the problem. . ."

It was about this time that a rift, a cleft, then a jagged gash appeared to split the Bunch—Van Dyke—Richards ranks down the middle, leaving Bunch on the outside with Van Dyke working full time as coordinator for The Brothers and Miss Richards acting as their secretary.

Miss Richards' association here was an odd one, with The Brothers a solidly united Negro group that did not, and still does not, count one white member, yet had a white secretary, and a woman at that. The possessor of a sharp, incisive mind Miss Richards was a real asset to the group. How much power she wielded will probably never be known but it was apparent at the time she was active (she has since gone to New York) she had considerable influence with the group.

She was "with it, baby" and she stayed with it right up to the time she left the area. Why she left is not known.

Ask members of The Brothers what they advocate and they'll

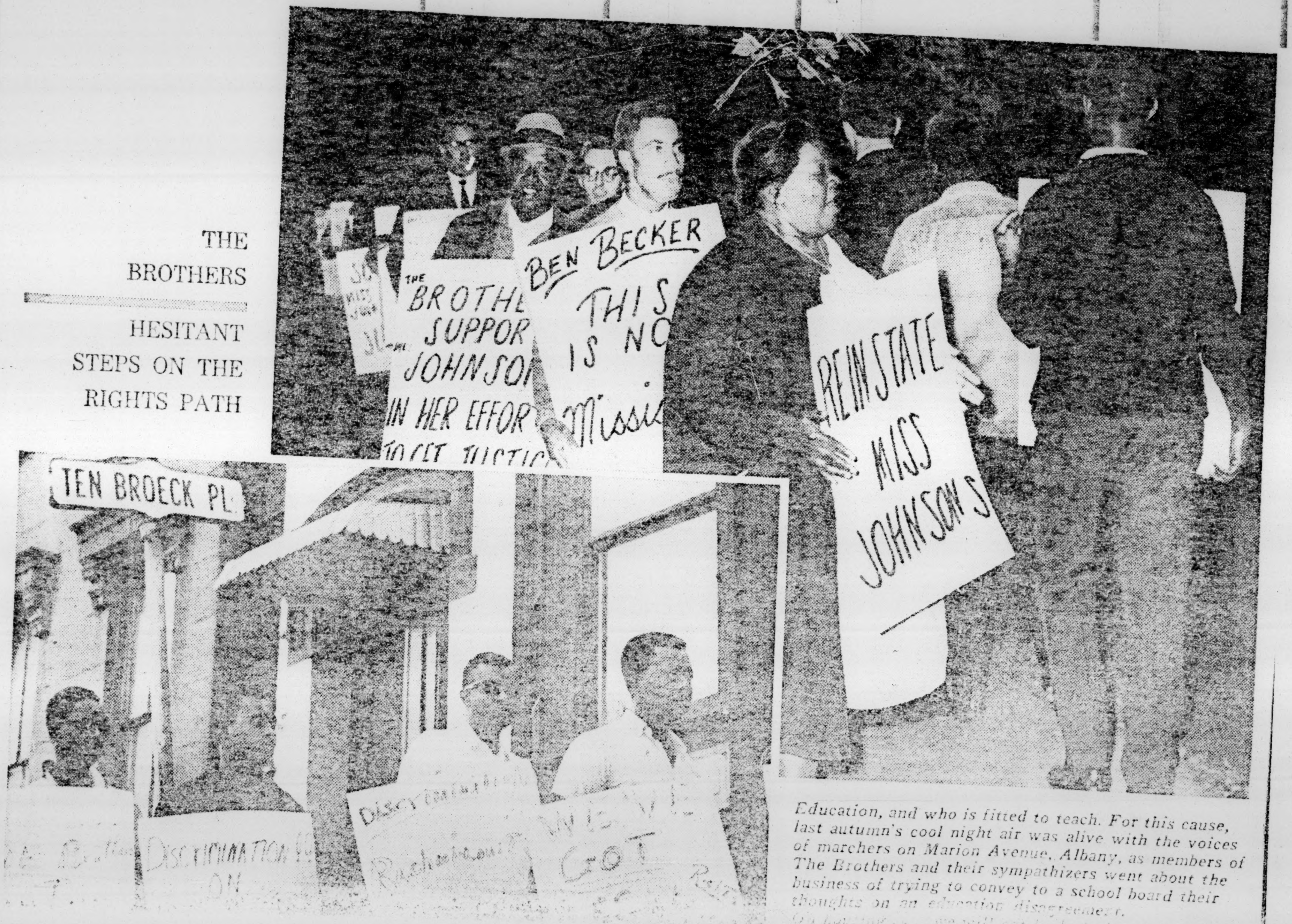
. . . please turn the page

A time of protest . . . men and women walked together one sunny day last year to register their protest at the jailing-without-bail of their friend, Bunch.

Headquarters, then as now, is a grim and dingy spot in which to go about the grim and dingy business of obtaining many rights for many people.

THE BROTHERS

HESITANT STEPS ON THE RIGHTS PATH


BEN BECKER
THIS IS NO
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THE BROTHE
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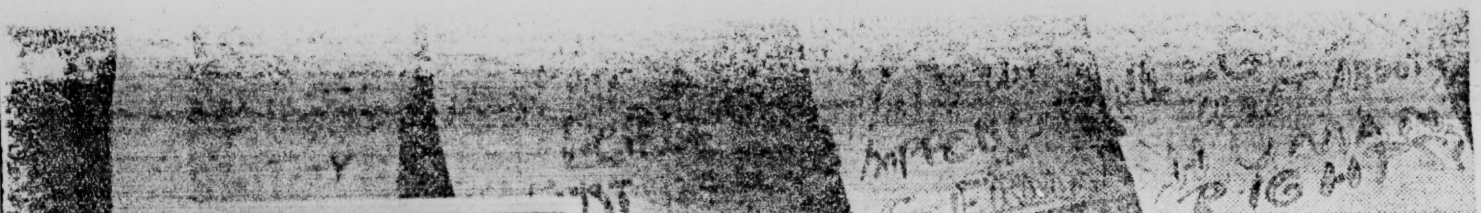
DISCRIMINATION
ON
WE'VE
GOT

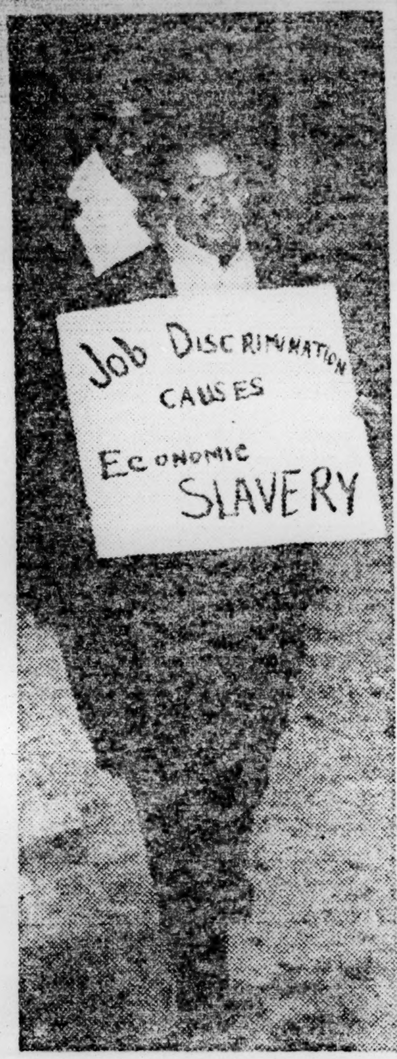
Education, and who is fitted to teach. For this cause, last autumn's cool night air was alive with the voices of marchers on Marion Avenue, Albany, as members of The Brothers and their sympathizers went about the business of trying to convey to a school board their thoughts on an education disagreement.

[illegible]



thousing on an education disagreement.

On housing . . . "we will not be locked out, Baby" was the call of The Brothers and others, and Ten Broeck Place was the scene of a protest in the interests of fair play on the housing issue.



Jobs . . .
"We're waiting".

tell you they do not like the phrase "Black Power" but will add in the same voice, "We don't preach violence but we don't preach non-violence either."

Pete Jones summed it up when he spoke on the County Court House Steps, during a rally protesting the jailing of Bunch after his arrest in the slapping incident. "It's time for the black man to stop going by snail express," Jones said.

Not too long after, The Brothers gave a graphic example of what that meant. On election night, Nov. 8, they joined with state university students in carrying signs near a Clinton Avenue polling place that read, "Don't Sell Your Soul for $5."

Before the polls closed that night 20 students and members of The Brothers were behind bars. They were subsequently released and exonerated of any crime. The resulting developments saw every liberal group, civil rights group, student group, and half the ministers in Albany, making public defense of The Brothers' action. They had arrived on the Albany scene with a "bang."

Now they were something to reckon with. They appeared on television, in news media, and at public gatherings. And they talked.

The group struck out at the status quo, the "lack of constructive advances" by city officials in the areas of civil rights, and just plain apathy from those who should be "doing something."

They were sufficient unto themselves and were quick to point it out. But, opinions, as expressed by the side-liners, the letters-to-the-press writers, the sidewalk civil rights superintendents, and the haters, were expressive of the doubt and, in some cases fear, the group was engendering. No one seemed sure (and still isn't) as to just what The Brothers intended doing in Albany. Were they militant? Some reporters described them in this manner. Why was their membership secret? No one knows just how many members the group has. Were they just another arm of the Black Muslims? They keep a picture of Ali Mohammad on the wall of their headquarters. All these questions were important to the piece of mind of the average Albanian who did not want to see another Rochester or Watts in Albany.

Throughout The Brothers climb to recognition, Bunch stayed on the sidelines, flitting in and out like a ghost in the Albany civil rights movement. He was at The Brothers headquarters the night of the election picketing. At times he said he was not a real member but only a supporter. There are those in the city who say Bunch organized the group for some purpose of his own but The Brothers themselves would be the first to deny this.

Just how and where Bunch stands today in regard to The Brothers is anybody's guess but one thing seems certain: they are not taking advice from him. A more furiously independent group would be hard to find.

They are not a splinter group of the Muslims although they say they admire Malcom X and Ali Mohammad. The probable reason for a secret membership may be that "to divulge one's strength is to weaken one's army."

Webster's Dictionary defines the word militant as meaning "warlike." The Brothers as a group do not fit this description with the exception of one or two members. For the most part they are quiet young men, hard working, with families and the same responsibilities as their white neighbors. Some of them are property owners. Most own their own cars. A number of them hold down semi-professional jobs. One fact of note is that not one known member of the group considers himself "middle-class."

Rather than militant the group could be defined as bold. When they move it is with purpose. As they did in the $5 vote probe issue.

NEXT WEEK—The $5 vote and The Brothers.

MSS 546 SEDFRE

California General Leadership Training, 1966-1967

Box 22
Folder 17

State Historical Society of Wisconsin

Please Retain Original Order

MEMORANDUM

December 5, 1966

TO: Participants of the California General Leadership Training Series

FROM: Ronnie M. Moore, Leadership Training Director, Scholarship, Education and Defense Fund For Racial Equality, 150 Nassau Street, New York, New York 10038 Area Code 212 964-8210

RE: Second Workshop in the Five Weekend Series - Workshop Date: Dec. 9-11, 1966

Dear Friends:

The second workshop will be held at the same place, which is Camp De Benneville Pines in Angeles Oaks, California. For travel directions, please contact Lou Smith, Operation Bootstrap, 4171 South Central Avenue, Los Angeles, California. (213) 232-2129.

If you know of others who would like to attend, please contact Lou Smith at the above address for acceptance and instructions regarding the laboratory training prerequisites for persons attending the series for the first time.

At this workshop, we shall deal with laws pertaining to civil rights and liberties. Resource persons will include attorneys from the State of California, Representatives from the Office of Economic Opportunity, Equal Employment Opportunities Commission and United States Commission on Civil Rights. Also present will be staff members from SEDFRE and Lou Smith, Secretary for CORE for the Western Region. In spite of this late notice, it is imperative for you to attend. We would like to increase the number of trainees. Therefore, please recruit others and have them get in touch, preferably, with Lou Smith or me as soon as possible.

As Usual, SEDFRE will pay mileage at five-cents per mile for those who need it.

I am looking forward to seeing you.

MEMORANDUM

TO: PARTICIPANTS OF CALIFORNIA WORKSHOPS

FROM: RONNIE M. MOORE, DIRECTOR, LEADERSHIP DEVELOPMENT, SEDFRE

December 28, 1966

The third workshop in the California General Leadership Training Series will be held at Camp De Benneville Pines on January 6-8, 1967. In order for you to travel with less trouble, we are enclosing a map. The next workshop will be entitled "Working on Urban Problems." I would like to have a better workshop by planning for the sessions, therefore, I need your help. I am enclosing a questionaire which is intended to get your views on the nature, depth and scope on the urban problems in your area. Please return it to us immediately in the enclosed, self-addressed envelop. We need your assistance in drafting the agenda, selecting resource persons and structuring the workshops to better meet your needs. Therefore, it is imperative that you return the questionaire promptly.

As of now, approximately 70 persons have particapated in the series. Therefore, we cannot accept any new persons in the program. We only have the staff to take care of the trainees who are now presently enrolled. At the next session, we must spend most of our time on grooming our present enrollees and it is impossible to spend time on breaking-in new persons.

As we decided at the last workshop, our sessions will begin on Friday, at 8 p.m. sharp. Please be present and on time.

MEMORANDUM

April 3, 1967

TO: Participants in the California Leadership Training Series

FROM: Ronnie M. Moore, Leadership Training Director, Scholarship, Education and Defense Fund for Racial Equality, Inc.
150 Nassau Street, New York, New York 10038
(212) 964-8210

RE: Fifth workshop in the five weekend series, April 21-23, 1967

The next workshop concludes this series. The workshop will be held on the above date at Camp deBenneville Pines in Angeles Oaks, California. For travel directions, please contact Lou Smith, Operation Bootstrap, 4171 South Central Avenue, Los Angeles, California. (213) 232-2129.

By now, you should be well aware of the problems in your community, your needs in terms of training and what you would like us to do at the next workshop. Please fill in and mail back to me immediately the enclosed questionnaire.

It is up to you to make sure that we meet your needs.

QUESTIONNAIRE

Date____________________

NAME______________________________ADDRESS____________________________________

What are the immeidate problems facing your community and how have the workshops helped you to solve these issues? ____________________________________

What should we do at the next workshop to better equip you as a citizen-leader and/or trainer?____

What have you gained thus far from the Leadership Training Series?______________

(Use back of paper for additional comments)

4/12/67

Dear Ronnie,

As you can see I'm a conscientious objector when it comes to answering form letters and questionnaires.

Let me both compliment and criticize the last workshop. First, I feel that this workshop was the most useful and informative. I, personally would find further emphasis on the mechanics of group discussion and programming most useful.

Further, I think the dynamics of interpersonal relationships (either groups or a one to one basis is needed).

Now, let me offer a few friendly criticisms. I've noticed, particularly with the last session, an overemphasis, I feel, with the east coast, particularly New York. I hate to sound like what I'm sure you hear from everyone everywhere you travel, but the issues and problems we on the west coast face are vastly dissimilar to the east.

Secondly, if you participated in the discussion concerning California's right wing groups, you must realize that no matter what personality differences may be found among the Minutemen, Birchers, ect, they function as a well organized, cohesive group because they are welded together by a common ideology or philosophy, if you will. I feel that as a group we fall far short of our opposition in this area. Please don't think I've lost my mind but, I'm sorry that many of these kids are too young to have been exposed to some of the old movement philosophy. I can't over emphasize this point too strongly. Given all the instruction and mechanical ability for community organization in the world, without a solid and soul searching philosophy we will fail.

I hope this letter isn't too erratic or illegible, I'm writing on my lunch hour and trying to hurry.

If you have the time, I'd appreciate your thoughts on this matter.

I hope this letter finds you well and happy. Give my love to my friend in New York please.

Linda
Clark

California Workshop
Participants 1966 Series

April 28, 1967

Mail-Tab, Inc.
22 West 32nd Street
New York, New York

Gentlemen:

Instructions:

1. Autotype enclosed letter (63 from attached list)
2. Type addresses on enclosed large envelopes
3. Enclosed in each envelope
    a) Diploma (correct name in envelope, are in same order as list)
    b) Large black brochure and 2 page list of names
    c) Small white brochure
4. Seal, stamp and mail (first class)- 15¢ each)

If there are any questions, please call and ask for Miss Teper.

Thank you.

SEDFRE

(Miss) Alice Teper

COPY

Diplomas, etc for chgd. $49.70

pd #1608
5/17/67

Letter of congratulations sent by RMM
in 5/67 w/. certificates.

California Workshop Participants

Eleanor Dart
Holden Hall
Pitzer College
Claremont, Calif. 91711

Debby Yeger
Frankle Hall
Pitzer College
Claremont, Calif.

Liza Williams
San Born Hall
Pitzer College
Claremont, Calif.

Martha Hart
Holden Hall
Pitzer College
Claremont, Calif.

Robert Bailey
531 W. 43 Place
Los Angeles, Calif.

Chris Kendall
Santaru Hall
Pitzer College
Claremont, Calif.

Kate Austin
Franksel Hall
Pitzer College
Claremont, Calif.

Harriett Crosby
Frankel Hall
Pitzer College
Claremont, Calif.

Ken Stewart
208 E. 75 St.
Los Angeles, Calif.

Chuck Hill
10525 Van Ness
Inglewood, Calif.

Wallace Albertson
8949 Rosewood
Los Angeles, Calif.

Linda Friedman
16719 Sunburst
Sepulveda, Calif.

John Hamilton
672 N. Kenmore #22
Los Angeles, Calif.

Ethel Larsen
342 N. Fairview
Burbank, Claif.

Barbara Holmes
2458½ Exposition
Los Angeles, Calif.

Linda Clard
1051 W. 64th St. #6
Los Angeles, Calif.

Jerome Weathers
1829 W. 85th St.
Los Angeles, Calif.

Louis Smith
4171 S. Central Ave.
Los Angeles, Calif.

Abby Young
Odenborg 813
Pomona College
Claremont, Calif.

Coles Smith
132 Blaisdell
Pomona, College
Claremont, Calif.

Marcia Bradley
Holden Hall
Pitzer College
Claremont, Calif.

James E. Dennis*
~~1918 E. 49th St.~~
~~Los Angeles, Calif.~~

R.L. Pratt
Box 59043
Los Angeles, Calif.

Wesley Gale
1003 E. 42 St.
Los Angeles, Calif.

Mr&Mrs. Robert Hall
4171 S. Central
Los Angeles, Calif.

Dolores A. Grant
5067 Pelusa St.
San Diego, Calif.

Eleanor Childs
1625 S. Hoover St.
Los Angeles, Calif.

Tyrone Small - Nancy Small
4060 Stevely Ave.
Los Angeles, Calif.

Lester Johnson
5840 Hoover St.
Los Angeles, Calif.

Cleveland Z. Wallace
382 W. 27th St. Apt. 3
Los Angeles, Calif.

Langria Collins
1944 Vineyard
Los Angeles, Calif.

Mary A. Price
421 Aurora
San Diego, Calif.

James P. Hamilton, Jr.
4336 'Z' St.
San Diego, Calif.

Lucian Jackson, Jr.
733 W. Street
San Diego, Calif.

Girthia M. Jackson
3933 National Ave.
San Diego, Calif.

Erma J. Lucas
3050 Webster Ave.
Los Angeles, Calif.

Barbara Miller
3535 Boston Ave.
Los Angeles, Calif.

Albert Heisser,
4974 Lise Ave.
Los Angeles, Calif.

*c/o Lou Smith
Operations Bootstrap
4171 So. Central St
Los Angeles, Calif.

Roland O. Grooms
4507 'F' Street
Los Angeles, Calif.

Walter G. Kimble
4987 Lise Ave.
Los Angeles, Calif.

Harlan N. Singleton
3969 Ocean View #D
Los Angeles, Calif.

Harold Brown
2969 Imperial Ave.
San Diego, Calif.

Lori Alexander
416 Chantilly Rd.
Los Angeles, Calif.

Don L. Brown
1203 Mellen Ave.
Los Angeles, Calif.

~~James E. Dennis~~
~~1018 E. 49th St.~~
~~Los Angeles, Calif.~~

Phil Robbing
289 S. 18th St.
San Jose, Calif.

Carmen Leigh Williams
Pomona College
Claremont, Calif.

Susan Smith
Pomona College
Claremont, Calif.

Shirley Clay
5950 Balmoral EX.Dr.
San Diego, Calif.

Robert L. COLE
1563 W. Evans
San Bernardino, Calif.

Doyle Washington
779 'G' Street
Los Angeles, Calif.

Richard Cole
2027 Gilbert
San Bernardina, Calif.

Wm. Xavier Archibald
881 Winston Dr.
San Diego, Calif.

Barbara Douglas
4113 Franklin Ave.
San Diego, Calif.

Richard Gonzalez
1278 N. Acacia,
Rialto, Calif.

Marie Brashear
8387 Tamarind Ave.
Fontana, Calif.

Elbert Sampson
505 W. 43 Pl.
Los Angeles, Calif.

Lee Bertha Jones
1118 Delaware St. Apt F
Berkeley, Calif.

Jonathan Fleming
3610 Underwood St.
Chevy Chase, Md.

Lucy Dahm
P.O. BOX 1814
Topanga, Calif.

Landle McFadden
615 S. Euclid Ave.
San Diego, Calif.

Roberta Nicholson
1660 Lafayette Rd. #2
Los Angeles, Calif.

~~Abby Young~~
~~Oldenborg 813~~
~~Pomona College~~
~~Claremont, Calif.~~

Cindy McCullough
2414 Sacramento St.
Berkeley, Calif.

Ira Williams
Sanborn Hall
Pitzer College
Claremont, Calif.

8387 Tamarind Ave.
Fontana, Calif.
92335

Tuesday
May 16, 1967

Dear Ronnie,

The address you list for Doyle Washington is incorrect. His correct address is:

Doyle Washington
779 "J" Street
San Bernardino, Calif.
92410

— sent 5/25/67 ad

I have checked and he has not received his certificate. So we are assuming that it was mis-sent.

Looking forward to seeing you and Barbara at the convention.

Take Care,

Marie
Marie Brashear

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY inc.
150 NASSAU STREET
NEW YORK, N.Y. 10038
TELEPHONE 964-8210

California Workshop Participants
May, 1967

Dear Friend:

It was a pleasure for SEDFRE to serve you through its Leadership Development Program in the year 1966-67.

We plan to expand our leadership training endeavor in the coming year. We plan to run more specialized weekend workshops and many week-long workshops to fit the needs of local action groups.

Enclosed are brochures describing the goals and objectives of our organization. If you have any questions or if you plan to utilize any of our legal, educational, or scholarship services, please get in touch with us.

I am delighted to send you the enclosed certificate of completion. I know that you will be an effective leader in the struggle.

Many thanks.

Sincerely yours,

RMM:at
Enc.

Ronnie M. Moore
Leadership Development Director

Contributions are deductible for income tax purposes

■ *president;* Andrew E. Norman ■ *vice presidents;* William S. Ellis, Nannette Sachs ■ *secretary;* Ezra Levin ■ *treasurer;* Shelley Appleton ■ *executive director;* Marvin Rich ■ *leadership development director;* Ronnie M. Moore ■ *legal director;* Carl Rachlin ■ *BOARD OF DIRECTORS;* Nils R. Douglas, *chairman* ■ John P. Allison ■ Robert Ausnit ■ James Baldwin ■ Katrina McCormick Barnes ■ Canon James P. Breeden ■ Dr. Kenneth B. Clark ■ Robert Curvin ■ Charlotte Devree ■ Robert F. Drinan, S. J. ■ John Henry Faulk ■ Michael O. Finkelstein ■ Doris Freedman ■ Dr. Edward L. Gibson ■ James T. Harris ■ Claude Heckscher ■ Norman Hill ■ Clarence B. Jones ■ Dr. Archie Lacey ■ Joann List Levinson ■ Henry Morgenthau, III ■ Dr. William Stuart Nelson ■ Richard J. Schwartz ■ Elaine Slater ■ Norman Thomas ■ Rowland Watts ■ Pearl L. Willen

490

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Return to: Louis S. Smith
Operation Bootstrap
4171 S. Central Ave.
Los Angeles, Calif.

Name Martha S. Hart Age 19

Address Holden Hall Pitzer College Claremont Phone NA6 8511 - 3079

Occupation Student

Name of Organization you represent C-CAP

Address 11th & Fremont Portland Oregon

Position team member on community action program

Experience Summer of working in neighborhoods

Describe the basic problems in your community as you see them.

That there is basic ignorance and satisfaction of remaining ignorant on the part of most whites. That there is tendency to classify and condemn and seemingly no ability to analyse or understand. Fear. Officially the city has experimented in a halting way.

Describe your Civil Rights Activities The team to which I belonged worked to become a part of the ghetto in a nutshell. I marched in a few marches

Describe the problems that you have in getting communities to move.

... In the community where I was involved the lack of involvement of residents and therefore the lack of unity, understandable as it is, was the problem of rising from apathy (so called) Also, their fear of us - a small interracial group.

Describe the problems you have in working with other groups:

Problems of instinctive classifying, stereotyping and judging.

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggist problems confronting someone trying to be a leader of a group in the community?

Getting residents to feel a purpose in taking up the fight

What would you regard as the most important things a good leader should know or be able to do? He should know the character of the group; the differences etc. He should have the patience and perception and knowledge of human nature

Describe the additional training or knowledge that you think you need in order to function more effectively in the community? Extensive feelings for human relations, coming from experience with as many as possible.

Comments. As much self knowledge as possible from honest discussion. This is written in haste without enough thought (?)

Ihereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Martha S. Hart
Signature of applicant

****

Do Not Write Below This Line

Attendance __________

Participation __________

Student Evaluation __________

Comments __________

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

NAME Lee Bertha Jones AGE 28

ADDRESS 1118 Delaware Street, Apt. F, PHONE 527-2655
Berkeley

OCCUPATION Clerk

NAME OF ORGANIZATION YOU REPRESENT Berkeley CORE Chapter

ADDRESS 3219 Adeline Street, Berkeley , California

POSITION Chairman

EXPERIENCE 1½ years as chairman, ½ year as vice-chairman

Describe the basic problems in your community as you see them: 1. Unemployment 2. Police harrassment, especially of our youths. 3. Students being expelled from school for minor reasons. 4. Unavailability of safety devices where proven necessary.

Describe your civil rights activities: Have established an information center to inform the community of job vacanies and other activities. We have been working with the Ad Hoax committee to get more minorities employed at CAL. Have established a Youth Club. Printing a monthly CORELATOR.

Describe the problems you have getting communities to move: Our major problems are getting the community' involved to a point that we will get full participation, and getting people stimulated enough to help themselves.

Describe the problems you have in working with other groups: Problems vary from finance to programing.

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community? A leader's biggest problems are Arousing and stimulating people to a point where they want to cooperate and implement programs they have agreed on, in other words, stimulating the group in the community to a point where they want to improve their community.

What do you regard as the most important things a good leader should know or be able to do? A good leader should know and be able to do the following: 1. Know its members. 2. Have objectives clearly in mind. 3. He should be able to build a good relationship.

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community? I would like additional training in effective leadership and community organizing.

Comments: ____________________

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Lee Bertha Jones
Signature of Applicant

(Do not write on this page)

Attendance____

Participation_____ ___________________________________

Student Evaluation___________________________________

Comments____

____

____

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Return to: Louis S. Smith
Operation Bootstrap
4171 S. Central Ave.
Los Angeles, Calif.

Name JOSIE DOUBLEDAY Age 19

Address ~~ROOT~~ FRANKEL HALL, PITZER COLLEGE, CLAREMONT, CALIF Phone UA 6 8511 ext 3237

Occupation

Name of Organization you represent THE WHITE COMMUNITY

Address

Position

Experience DISSAPPOINTED, ASHAMED AND INACTIVE MEMBER

Describe the basic problems in your community as you see them.

APATHY, FEAR, MISINFORMATION, BIGOTRY, FALSE ASSUMPTIONS & IMAGES ABOUT THEMSELVES AND OTHER RACES — AD INFINITUM

Describe your Civil Rights Activities FRIENDSHIP ON A PERSONAL LEVEL

Describe the problems that you have in getting communities to move.

... NEED FOR BASIC COMMUNICATION, NEW FRAMES OF REFERENCE, TRANSFORMING A NEBULOUS CONCERN INTO A WELL-DEFINED SCHEME OF ACTION TOWARDS SOLUTION ON WHATEVER LEVEL. EXPOSURE TO THE PROBLEMS, UNTRUTHS AND PEOPLE

Describe the problems you have in working with other groups:

FRUSTRATION IN THE FACE OF WHAT EXACTLY IS TO BE DONE.

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community?

AM UNCERTAIN OF THE PSYCHOLOGICAL STRUCTURE OF A LEADER AND HIS POSITION IN TRANSMITTING AN IDEOLOGY OR MODE OF THOUGHT TO A GROUP. ENTHUSIASM SHOULD NOT DETERIORATE INTO A WITHDRAWL FROM THE VERY PEOPLE HE IS TRYING TO REACH.

What would you regard as the most important things a good leader should know or be able to do?

KNOW HIMSELF AND BE ABLE TO RESPOND SPONTANEOUSLY AND WITHOUT INHIBITION OR ANY FORMAL FRONT TO ANOTHER HUMAN BEING, UTILIZING HIS HUMANITY AS THE POINT OF COMMUNION.

Describe the additional training or knowledge that you think you need in order to function more effectively in the community?

AWARENESS OF THE SOCIOLOGICAL, ECONOMIC & POLITICAL SITUATION OF ANY GIVEN COMMUNITY AT LEAST ON AN EMPIRICAL BASIS.

Comments.

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Josephine Doubleday
Signature of applicant

****

Do Not Write Below This Line

Attendance

Participation

Student Evaluation

Comments

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Return to: Louis S. Smith
Operation Bootstrap
4171 S. Central Ave.
Los Angeles, Calif.

Name Cynthia L. Alexander Age 18

Address Sanborn Hall Pitzer College Phone Na 68511 ex 3007

Occupation Student

Name of Organization you represent Humanity

Address everywhere (global)

Position individual

Experience 18 yrs of vicarious & real experience

Describe the basic problems in your community as you see them.

lack of Negroes
basic misunderstanding of "negroes"
conservative - politically - comm. of Claremont

Describe your Civil Rights Activities work with U.C.R.C in Los Angeles
Prop. 16 precint work, several exchange programs
with different schools → prodominately white vs or plus negro

Describe the problems that you have in getting communities to move.

apathy, ignorance, misconceptions, geographical
distribution, political disenfranchisement, self-respect.

Describe the problems you have in working with other groups:

comprise, power & influence battles, misunderstanding of purpose

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community?

getting Following, making effective machinery work, reaction of effected community, Red tape (systematic counter-action to weaken effectiveness.)

What would you regard as the most important things a good leader should know or be able to do? how to communicate & make action to understand workers - counter-workers and the way to get things done.

Describe the additional training or knowledge that you think you need in order to function more effectively in the community?

the channelling of energies to effect most result

Comments. I want to come! I want to learn & be made harder - softer to do what needs to be done & still have the ideals.

Ihereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Cynthia L. Alexander
Signature of applicant

****

Do Not Write Below This Line

Attendance

Participation

Student Evaluation

Comments

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Return to: Louis S. Smith
Operation Bootstrap
4171 S. Central Ave.
Los Angeles, Calif.

Name ABBY YOUNG Age 20

Address 33 Spruce, San Francisco, Calif Phone SK17408

Occupation Student

Name of Organization you represent Pomona College (student govt) + myself

(current) Address Pomona College, Oldenborg 813, Claremont, Calif NA68511 xt 3450

Position Commissioner of External Affairs

Experience Since March '66

Describe the basic problems in your community as you see them.

unawareness first, no desire to know any different, homogeneity, politeness, pre-occupation

Describe your Civil Rights Activities AFSC voter registration in South Carolina ([illegible] (called home after 2 weeks); field trip/recreation prog for children 8-13, Hunters Point, S.F.; beginning work in Watts with WNA!

Describe the problems that you have in getting communities to move.

---informing + interesting the people; finding people whom you can trust to get a job done; getting people to open up + listen/talk

Describe the problems you have in working with other groups:

establishing mutual RESPECT; listening; talking; following the sense of a meeting; impatience with inaction;

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community?

getting a nucleus of dedicated people to work under/with you - knowing how to get max
fighting fighting the red tape, bureaucracy, knowing how to
work IN the system to get what you want done, having
information on what's going on - having the press with you

What would you regard as the most important things a good leader should know or be able to do? ORGANIZE - DELEGATE - INVOLVE - CREATE
A STRUCTURE AND AN AWARENESS - DISTURB - MAGNETIZE -
DISAPPEAR

Describe the additional training or knowledge that you think you need in order to function more effectively in the community?

Realism - patience - exposure -
administrative skills - sociology - political know-how

Comments. I WANT TO GO. I WANT TO MOVE. AND THIS IS
SAYING TO ME COME ON.

Ihereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Abby C. Young
Signature of applicant

****

Do Not Write Below This Line

Attendance

Participation

Student Evaluation

Comments

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Return to: Louis S. Smith
Operation Bootstrap
4171 S. Central Ave.
Los Angeles, Calif.

Name Larry Wilson Age

Address 4171 S. Central Ave, L.A. Phone

Occupation

Name of Organization you represent Operation Boot strap

Address 4171 S. Central Ave.

Position

Experience many years of working with young people

Describe the basic problems in your community as you see them.

Describe your Civil Rights Activities belonged to N-VAC - picket lines, sit-ins, etc.

Describe the problems that you have in getting communities to move.

--- lack of personnel

Describe the problems you have in working with other groups:

ideological

SCHOLARSHIP, EDUCATION AND DEFENSE FUND
FOR RACIAL EQUALITY

WORKSHOP APPLICATION

NAME John Hamilton AGE 2[illegible]

ADDRESS 622 N Kenmore Ave #22 Los Angeles PHONE 6664441

OCCUPATION Program coordinator FOR

NAME OF ORGANIZATION YOU REPRESENT Fellowship of Reconciliation

ADDRESS 4356½ Melrose Av Los Angeles, Cal

POSITION Program Coordinator

EXPERIENCE Task Force worker CORE La.

Describe the basic problems in your community as you see them:

A total lack of knowledge of how to work politically and knowledge of politics and how it affects their lives. Many old people living on almost no income. Many poor people living in poor housing

Describe your Civil Rights Activities: CORE Task Force, Project Director in Bogalusa and Ferriday 4 arrest [illegible]

Describe the problems that you have getting communities to move:

[illegible] feeling of being involved, not enough faith in what can be done, not enough time to devote to problems

Describe the problems you have in working with other groups:

Lack of trust they often have there own problems without helping

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community?

Faith of others often lack of interest by people in community

What do you regard as the most important things a good leader should know or be able to do? Have a good knowledge of politics and the politics of this particular area Be able to understand people and their motive Be able to move people according to their motivation

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community?

More political knowledge of area people the best way to gain their trust [illegible]

Comments:

I hereby promise to attend all workshop sessions and participatd fully in all discussions to the best of my ability.

John Wells Hamilton
Signature of Applicant

****

(Do not write below this line.

Attendance

Participation

Student Evaluation

Comments

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Return to: Louis S. Smith
Operation Bootstrap
4171 S. Central Ave.
Los Angeles, Calif.

Name (MRS) WALLACE THOMSON ALBERTSON Age 42

Address 8948 ROSEWOOD AVE., L.A.-90048 Phone CR1-1377

Occupation STUDENT / SOMETIME TEACHER / HOUSEWIFE

Name of Organization you represent FDR-SUNSET DEMO. CLUB | OPERATION BOOTSTRAP

Address 8948 ROSEWOOD AVE | 4171 S. CENTRAL AVE.

Position PRESIDENT | "TEACHER" SUPPORTER

Experience 20 YRS IN GRASSROOTS POLITICS / PEACE MOVEMENT
C.R. MOVEMENT

Describe the basic problems in your community as you see them.

LACK OF COMMUNICATION.

VALUE SYSTEM LACKING IN HUMAN & HUMANE CONSIDERATIONS, INDIVIDUALS' INABILITY TO BE AWARE OF SELF, RELUCTANCE TO BE VULNERABLE TO INTERPERSONAL RELATIONS.

Describe your Civil Rights Activities PARTICIPATE IN DISCUSSION AT O.B.; WILL TEACH CLASS IN READING, COMMUNICATIONS SOON AT O.B.; CONTRIBUTION OF MONEY; HAVE DEMONSTRATED; TALK TO PEOPLE.

Describe the problems that you have in getting communities to move.

...AGAIN - COMMUNICATING PROPERLY AND INSPIRING INDIVIDUALS TO TAKE ACTION AFTER AWARENESS & UNDERSTANDING, WITH SUGGESTED IMPLEMENTATION. TO MOVE FROM TALK TO ACTION.

Describe the problems you have in working with other groups:

NONE - LIMITED TO WORKING WITH GROUPS WHO SHARE MORE OR LESS COMMON GOALS. WOULD LIKE TO WORK WITH OTHERS HOWEVER.

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggist problems confronting someone trying to be a leader of a group in the community?

LACK OF COMMUNICATION ON ALL LEVELS; FRUSTRATION IN MAKING NEEDS & DESIRES KNOWN, TO AND ACTED UPON BY HIERARCHY - TO BE HEARD; RESOURCES - MONEY DIFFICULT TO RAISE; ALTERING ATTITUDES OF THOSE WHO OPPOSE VIEWS.

What would you regard as the most important things a good leader should know or be able to do? TO KNOW SELF - TO LISTEN - TO TRY TO KNOW OTHERS - TO ARTICULATE, UNDERSTAND GRP'S NEEDS WELL, BE PERSUASIVE - TO RESEARCH, FACTUAL DATA CONSCIENTIOUSLY; - VARIOUS SKILLS, i.e. ADMINISTRATIVE DUTIES PUTTING OUT NEWSLETTER, UNDERSTANDING OF PARLIAMENTARY PROCEDURE; KNOWLEDGE OF LAWS OF NATION & STATE, OF WELFARE AGENCIES, ETC.

Describe the additional training or knowledge that you think you need in order to function more effectively in the community?

I NEED CONCRETE KNOWLEDGE OF LAWS, AGENCIES, INTERRELATIONSHIPS OR STATE & FEDERAL GOVTS AS RELATING TO CIVIL RIGHTS; INCREASED SENSITIVITY TO PEOPLE & SELF; INCREASED EXPERIENCE WITH ADMINISTRATION.

Comments.

Ihereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Wallace Thomson Ackerson
Signature of applicant

****

Do Not Write Below This Line

Attendance

Participation

Student Evaluation

Comments

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Return to: Louis S. Smith
Operation Bootstrap
4171 S. Central Ave.
Los Angeles, Calif.

Name LIZA WILLIAMS Age 19

Address SANBORN HALL, PITZER COLLEGE, CLAREMONT, CALIFORNIA Phone 714-~~[illegible]~~ N4 6851 Ext. 3003

Occupation STUDENT

Name of Organization you represent HUMAN RACE

Address ~~[illegible]~~

Position one in millions

Experience 19 years of confusion

Describe the basic problems in your community as you see them.

THE BASIC PROBLEMS OF MY COMMUNITY (Claremont) are ignorance and hypocrisy. Ignorance, ~~[illegible]~~ because they are not familiar with any type of person ~~because~~ besides a WASP and hypocrisy in that they refuse to admit their true feelings — whatever they are. As one sweet little old lady said the other day (over)

Describe your Civil Rights Activities Not much, I afraid. I have always (?) believed that civil rights is right, that they must be, but I've never done anything about it.

Describe the problems that you have in getting communities to move.

I have never tried it.

Describe the problems you have in working with other groups: depends how one interprets "groups"

There is always a cultural gap. One group may say one thing, while the other interprets it completely differently. Also there is the problem of honesty, "are we really saying how it is to each other?"

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggist problems confronting someone trying to be a leader of a group in the community?

A leader must be sure of what he is saying, because if he doesn't believe in it, no one else will. Another problem is other people's prejudices. One must be persistent, make others sees through them.

What would you regard as the most important things a good leader should know or be able to do? More than anything else a leader should know himself. Also he should ~~know~~ be able how to relate to other people. He must know the processes of organization, of achieving action.

Describe the additional training or knowledge that you think you need in order to function more effectively in the community? I must understand as well as I am capable the people I am working with, so we can communicate and make some action.

Comments. I would like very much to participate because through this I might learn to work with others and in turn realize myself - which I haven't done.

Ihereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Liza Williams
Signature of applicant

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Do Not Write Below This Line

Attendance ____________________

Participation ____________________

Student Evaluation ____________________

Comments ____________________

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Name ETHEL LARSEN Age 28

Address 342 N. FAIRVIEW - BURBANK, CALIF Phone 846-7347

Occupation HOUSEWIFE

Name of Organization you Represent SAN FERNANDO VALLEY C.O.R.E

Address 11508 SPROULE - PACOIMA, CALIFORNIA
BURBANK COMMITTEE - P.O. BOX 1561 BURBANK, CALIF.

Position SECRETARY

Experience

Describe the basic problems in your community as you see them:

1. HATE
2. INABILITY TO DEAL WITH HATE
3. BY PRODUCTS OF HATE TO TOTAL COMMUNITY
4. AUTOMATED THINKING

It's really impossible to go into specifics on four lines

Describe your Civil Rights Activities
DEMONSTRATIONS - JOB DISCRIMINATION
CLERICAL

SOME COMMUNITY WORK ~~RELATED~~

WORKING WITH GRIEVIENCES
BOARD OF EDUCATION
CERTIFIED GROCERIES
VA HOSPITAL - SEPULVEDA
RCA ELECTRONICS
FEDERAL GOVT AGENCY "FANNIE MAE"

Describe the problems that you have getting communities to move: IN BLACK GHETTO - THERE IS SOME MOVEMENT TOWARDS SELF DETERMINATION THE PROBLEMS ARE: WHITE ORIENTED & LED PROGRAMS THAT PRODUCE SOME GAINS; FEAR OF WHITE COMMUNITY; TECHNICAL INABILITIES.

IN WHITE GHETTO - I SUPPOSE THE IDEAL WOULD BE TO HAVE INDIVIDUALS WHO ARE ABLE TO CHANGE THE PATTERNS OF THE COMMUNITY.

MY PROBLEMS ARE THE EFFECTS OF THE ESTABLISHED "CIVIL RIGHTS OR LIBERAL ORGANIZATIONS" & DEALING WITH THE ESTABLISHMENTS TECHNICAL DATA & PREVAILING FEARS.

Describe the problems you have in working with other groups:
(both myself but especially other groups)

Fear of retaliation of existing powers; [illegible] inadequate skills, breaking existing patterns, racial hang-ups

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community? JUST THAT! BEING A LEADER OF A GROUP RATHER THEN MAKING IT POSSIBLE FOR INDIVIDUALS TO RESPOND TO THEIR OWN NEEDS. I BELIVE THAT THE COMMUNITY WILL MORE READILY MOVE IF THE PEOPLE FEEL CONFIDENT ABOUT RESPONDING TO THEIR OWN NEEDS, + THUS PRESSURING THE EXISTING ORGANIZATIONS TO EITHER PRODUCE OR QUIT. - THERE ARE ALREADY TOO MANY "LEADERS". THEY SHOULD EITHER RESPOND TO THE COMMUNITY OR ELSE STOP CALLING THEMSELVES "LEADERS"

What do you regard as the most important things a good leader should know or be able to do? BE ABLE TO USE A KNOWLEDGE OF SOCIAL INTERACTION SO THAT ULTIMATELY THOSE HE "LEADS" ARE ABLE TO BE RESPONSIVE TO THEIR OWN NEEDS + ARE ABLE TO DO FOR OTHERS WHAT HAS BEEN DONE FOR HIM

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community?

I WOULD LIKE TO BE ABLE TO DEAL WITH THE INTERACTION AMONG PEOPLE RATHER THEN REACT TO SPECIFICS

TECHNICAL KNOWLEDGE OF AREAS THAT CAN HELP ME. - LEGAL, OTHER PROJECTS, THE EXPECTED EFFECTS OF CYBERNATION

A REALIST VIEW OF THE HISTORICAL TRENDS + EVENTS

DEAL WITH MY OWN HANG UPS

Comments: __________

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

____
Signature of Applicant

****

Do not write below this line.

Attendance __________

Participation __________

Student Evaluation __________

Comments __________

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Return to: Louis S. Smith
Operation Bootstrap
4171 S. Central Ave.
Los Angeles, Calif.

Name Eleanor Dart Age 19

Address Holden Hall, Pitzer College, Claremont, Calif. Phone NA 68011 3090

Occupation Student

Name of Organization you represent American Friends Service Committee Pitzer too College

Address Pasadena, California

Position Work camper, Student worker

Experience AFSC High School Work Camp → Bristol Terrace NJ. Weekend work camps in Oregon + Calif.

Describe the basic problems in your community as you see them.

Claremont: Colleges: "Educational" institutions where 90% students are 1) unaware of the deep immorality of U.S. + Calif. society - economic, foreign policy, social - minority groups, politics, etc. or 2) aware of this immorality but too busy playing and getting an "education" to give a damn →

Describe your Civil Rights Activities AFSC workcamp: in community 2/3 Negro - working to help community center, library + pre-school education get going, to spark community initiative and then leave. Protests, marches →

Describe the problems that you have in getting communities to move.

...Apathy. Ignorance. Antagonism. "No time" (everyone says they haven't any) Communication. Conservatism + prejudice. Bigotry. Red TAPE!!! Ignorance, ignorance, ignorance.

Describe the problems you have in working with other groups:

Disagreements on petty details (of procedure, say) that take ages to settle and don't really matter. Inability to get people together - same place, same time. Distance. Red Tape (official channels one must follow that are tedious (slow.) Communication - speaking truth to each other.

a place where very few students ask why and many are bigoted, prejudiced, conservative. Little love. Off-campus: conservative S. Calif. community full of ignorance wrongs and prejudice, esp. centered around Mexican Bario ~~No~~ Almost no minority group members in either community, except Barrio.

picket Demo. Nat. Convention backing seating of Freedom Democratic Party in W. DC.; connection with SDS, CORE.

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggist problems confronting someone trying to be a leader of a group in the community?

Apathy of community. Time-consuming fighting over details within the group. Fundamental disagreements within group which must somehow be reconciled if we are to get anywhere (we share goal, but not means sometimes). Keep channels of communication open (or open them) between group & community.

What would you regard as the most important things a good leader should know or be able to do? Find some consensus of opinion in group. See truth behind words. Care about people. Run a meeting, a protest, a center for something. Gain trust & faith of those following. Be honest. Communicate with different people on their own levels of communication.

Describe the additional training or knowledge that you think you need in order to function more effectively in the community? Knowledge of what situation is below surface - power structure. How to begin - what big hang-ups to avoid. So much. How to communicate (I've got a beginning there.)

Comments. I've been looking for something like this. I need it. I want it. Although I feel terribly ignorant, I know something about how to begin at community action. I want to know more. I want to be able to do something. Please let me come. I will give all I can and take all I can.

Ihereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Eleanor Dart
Signature of applicant

****

Do Not Write Below This Line

Attendance __________

Participation __________

Student Evaluation __________

Comments __________

SCHOLARSHIP, EDUCATION AND DEFENSE FUND
FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Name Susan Elizabeth Morris Age 20

Address 633 Gittle Ct., San Jose, Calif. Phone 259-6155

Occupation VISTA VOLUNTEER

Name of Organization you Represent ECONOMIC Opportunity Commission of Santa Clara County

ch To
Con for
Staff — not EOC

Address Area 3 Center, 222 S. Jackson Ave. ,San Jose, Calif.

Position Vista Volunteer

Experience Doing Community Organization work at the present time

Describe the basic problems in your community as you see them: Not being able to get people to meetings which are of extreme importance to them. Housing, jobs, medical care, legal aid. The double jurisdiction of county and city in some areas which are the poverty areas and which neither one will take responsibility for.

Describe your Civil Rights Activities Worked with NAACP in a tutoring program in Pittsfield, Massachusetts.

Describe the problems that you have getting communities to move:

Can go to talk with people to inform them of meetings and even after explaining personally to them what's going on rather than merely passing out leaflets:, yet no one ever comes.... each says they see the need but it's for the other guy.

Describe the problems you have in working with other groups:

Not one particular issue to rally people around such as Civil Rights or the Farm Workers, etc. No real reason to go and be involved with low-income people; that is I haveno pretext at the moment for visiting them, etc. I can't get "in" with them....

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community? Main problem is "not" to appear to be a self-appointed leader,,, be a catalyst but not a Joan of ~~Rxx~~ Arc. To help minorities(whether racial or economic-social) to assume responsibilitites for action not letting ~~xxxxxx~~ yourself do it all.

What do you regard as the most important things a good leader should know or be able to do?

Should know how to communicate without using big, important-spunding words(unless he's working with big, important people) Should be able to be accepted as being "one"of the people he's working with and as having their interests as his own.. Most important.. don't tell them anything that gives the impression of superiority

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community?

Some work in learning how to organize people for the ~~a~~purpose of initiating some concrete action. Or merely to alert them to some things that are going on around them.

Mainly....How to get people to important meetings

Comments: I ~~ma~~ am extremely interested in this workshop but I would not be able to attend the first meeting since we have a VISTA regional conference that weekend.. I'm sure I could attend all other sessions

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Susan E. Morris
Signature of Applicant

****

Do not write below this line.

Attendance ____________________

Participation ____________________

Student Evaluation ____________________

Comments ____________________

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Return to: Louis S. Smith
Operation Bootstrap
4171 S. Central Ave.
Los Angeles, Calif.

Name Kate Austin Age 20

Address Frankel Hall, 12th + Mills, Claremont, Calif Phone NA 68511

Occupation Student

Name of Organization you represent Pitzer College

Address Frankel Hall

Position

Experience

Describe the basic problems in your community as you see them.

Claremont is a predominantly all white, conservative community. The basic problem can be stated simply as lack of exposure + communication to a different viewpoint -

Describe your Civil Rights Activities Worked for Head Start, work at Settlement House -

Describe the problems that you have in getting communities to move.

--- For them to realize the immediacy of the problems at hand. It takes people a while to at on their feelings

Describe the problems you have in working with other groups:

Getting some notion of what it is they're trying to say as well as communicating my own convictions

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community?

Trying to provide situations so that people can express and act out the things that really matter.

What would you regard as the most important things a good leader should know or be able to do?

Be able to organize people so that they can act out their convictions within the context of a group

Describe the additional training or knowledge that you think you need in order to function more effectively in the community?

Understand more clearly how people relate & what matter to them.

Comments.

Ihereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Kate Austin
Signature of applicant

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Do Not Write Below This Line

Attendance

Participation

Student Evaluation

Comments

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Return to: Louis S. Smith
Operation Bootstrap
4171 S. Central Ave.
Los Angeles, Calif.

Name Charles E. Hill Age 25

Address 10525 Van Ness Apt. 2 Phone 7562622

Occupation Calc. Clerk, Southern California Gas Co.

Name of Organization you represent Sons of Watts

Address 1834 East 103 rd. Los Angeles Calif.

Position Advisor

Experience Counseling, working with community youth programs,

Describe the basic problems in your community as you see them.

Economics, insufficient education, general self-image thwart, law enforcement is seen as a threat because of lack of communication, constant searching for true identity, mounting crime rate of juvinile delinquents, great need for leaders who are sincere and understand the community's problems.

Describe your Civil Rights Activities N.A. A.C.P. , Urban League, United Civil Rights Committee, Freedom Riders, Core, Sons of Watts.

Describe the problems that you have in getting communities to move.

Motivating varied interests into one basic goal.

Describe the problems you have in working with other groups:

none

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggist problems confronting someone trying to be a leader of a group in the community?

Communicating with all of the varied facets of the community.

What would you regard as the most important things a good leader should know or be able to do? **A working knowledge of the people in the community: problems, needs, goals. Blending resources should be used in order to build confidence: slang, fads, etc.**

Describe the additional training or knowledge that you think you need in order to function more effectively in the community? **Training in a constructive program that would affect the masses psychologically, socially, and economically.**

Comments. **This training of leaders could solidify many efforts into a much needed and strategic program.**

Ihereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Charles E. Hill
Signature of applicant

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Do Not Write Below This Line

Attendance __________

Participation __________

Student Evaluation __________

Comments __________

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Return to: Louis S. Smith
Operation Bootstrap
4171 S. Central Ave.
Los Angeles, Calif.

Name JAMES E DENNIS Age 31

Address 1018 E. 49th St Phone 234-4171

Occupation TRUCKDRIVER

Name of Organization you represent Los Angeles Core

Address ?

Position

Experience ?

Describe the basic problems in your community as you see them.

People

Describe your Civil Rights Activities

Describe the problems that you have in getting communities to move.

Describe the problems you have in working with other groups:

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggist problems confronting someone trying to be a leader of a group in the community?

What would you regard as the most important things a good leader should know or be able to do?

Describe the additional training or knowledge that you think you need in order to function more effectively in the community?

Comments.

Ihereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

James E. Dennis

Signature of applicant

****

Do Not Write Below This Line

Attendance

Participation

Student Evaluation

Comments

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Return to: Louis S. Smith
Operation Bootstrap
4171 S. Central Ave.
Los Angeles, Calif.

Name Voncile Abellera Age ______

Address 2323 Burnside Ave Phone ______

Occupation ______

Name of Organization you represent L.A. CORE

Address ?

Position Chairman, Legislative Committee

Experience ______

Describe the basic problems in your community as you see them.

Describe your Civil Rights Activities Picket lines - sit-ins -

Describe the problems that you have in getting communities to move.

Not enough to describe

Describe the problems you have in working with other groups:

None

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggist problems confronting someone trying to be a leader of a group in the community?

Conceit

What would you regard as the most important things a good leader should know or be able to do?

Describe the additional training or knowledge that you think you need in order to function more effectively in the community?

Formal Education

Comments.

Ihereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Voncile Abellera
Signature of applicant

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Do Not Write Below This Line

Attendance

Participation

Student Evaluation

Comments

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Return to: Louis S. Smith
Operation Bootstrap
4171 S. Central Ave.
Los Angeles, Calif.

Name Waltereise Shoemaker Age 25

Address 2873¼ Edgehill Dr Phone Re42013

Occupation Teacher

Name of Organization you represent None

Address

Position

Experience

Describe the basic problems in your community as you see them.

① Lack of Communication
② Negroes and orientals in the community
do not meet and discuss the problems
of the community (Never made an attempt)

Describe your Civil Rights Activities None

Describe the problems that you have in getting communities to move.

--- I had never tried -

Describe the problems you have in working with other groups:

None (never tried)

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community?

"Apathy"

What would you regard as the most important things a good leader should know or be able to do? Bring out the best in each person —

Help persons to participat~~ing~~.

Describe the additional training or knowledge that you think you need in order to function more effectively in the community?

① Group psychology ④ Public speaking

② leader ship training

③ Community relations

Comments. Main thing understanding myself.

Ihereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Walterine Shoemaker

Signature of applicant

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Do Not Write Below This Line

Attendance

Participation

Student Evaluation

Comments

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Return to: Louis S. Smith
Operation Bootstrap
4171 S. Central Ave.
Los Angeles, Calif.

Name Robert L. Hall Age 38

Address 3930 Niclet ST Phone 292-3381

Occupation Trouble Maker

Name of Organization you represent Operation Bootstrap

Address 4171 So Central

Position Ex-Vice President

Experience Civil Right - Community worker

Describe the basic problems in your community as you see them.

No ~~Community~~ Communicate in Community

Describe your Civil Rights Activities Standard Civil Rights Activities

Describe the problems that you have in getting communities to move.

To many leader and not enough follower

Describe the problems you have in working with other groups:

None-

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggist problems confronting someone trying to be a leader of a group in the community?

~~They~~ The leader Refuse To liston To Othen in The Group

What would you regard as the most important things a good leader should know or be able to do?

Try To understand That each person has To Be Treated as an individual.

Describe the additional training or knowledge that you think you need in order to function more effectively in the community?

~~lear~~ Learn how To Communicate better with other People

Comments.

Ihereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Robert S. Hall
Signature of applicant

****

Do Not Write Below This Line

Attendance

Participation

Student Evaluation

Comments

SCHOLARSHIP, EDUCATION AND DEFENSE FUND
FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Name R.L. PRATT Age 47

Address BOX 59043 - L.A 59, CALIF. Phone L.O.62673

Occupation PHOTO-TECHNICIAN

Name of Organization you Represent C.O.R.E

Address 5122 S. AVALON BLVD

Position CHAIRMAN

Experience C.O.R.E MEMBER SINCE 1947

Describe the basic problems in your community as you see them:

ALL PROBLEMS ARE BASIC AND EQUALS LACK OF LEADERSHIP

Describe your Civil Rights Activities

WORKED IN U.C.R.C - C.O.R.E. AND YOUNG MENS ADVANCEMENT CLUB

Describe the problems that you have getting communities to move: LACK OF INTEREST - LACK OF AWARENESS OF BASIC PROBLEMS

Describe the problems you have in working with other groups:

LACK OF INTEREST IN EACH OTHER

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community?

LACK OF PROGRAM TO SOLVE PROBLEMS OF COMMUNITY - LACK OF REAL INTEREST IN THE COMMUNITY BY LEADER

What do you regard as the most important things a good leader should know or be able to do?

SEE ABOVE

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community?

ANY AND ALL TRAINING AND KNOWLEDGE WOULD BE HELPFUL

Comments:

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Robert L Pratt
Signature of Applicant

****

Do not write below this line.

Attendance

Participation

Student Evaluation

Comments

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Return to: Louis S. Smith
Operation Bootstrap
4171 S. Central Ave.
Los Angeles, Calif.

Name Barbara Holmes Age 29

Address 2438½ Exposition Pl. Apt#1 Phone 2946856

Occupation IBM Keypunch Opr.

Name of Organization you represent None

Address

Position

Experience

Describe the basic problems in your community as you see them.

Lack of skilled training, due to unqualied teachers, who have no understanding of the people or the problems of people of that community.

Describe your Civil Rights Activities None

Describe the problems that you have in getting communities to move.

... ~~Communities~~ People become involved with personal goals, ~~[illegible]~~ forgetting the communities to escape the problems. 2) Giving successful images to ~~insp~~ inspire others.

Describe the problems you have in working with other groups:

Having people to understanding and communicate. ~~or a~~, to give ~~self~~ self confidence to those who have lost hope.

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggist problems confronting someone trying to be a leader of a group in the community?

Most Leaders are from out of the community and are not directly or emotional involved with ~~the~~ the people or their needs.

What would you regard as the most important things a good leader should know or be able to do? Understand the people and their problems, environment, and cause of their problems.

Describe the additional training or knowledge that you think you need in order to function more effectively in the community? To understand fully the feelings of the people. Because I wish to teach in the community.

Comments.

Ihereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Barbara R. Holmes
Signature of applicant

****

Do Not Write Below This Line

Attendance

Participation

Student Evaluation

Comments

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Return to: Louis S. Smith
Operation Bootstrap
4171 S. Central Ave.
Los Angeles, Calif.

Name Jerome Weathers Age 41

Address 1829 W. 85 St.

Occupation Gardener Phone PL. 93372

Name of Organization you represent City of Los Angelas

Address City Hall

Position Sec. Gardener

Experience 17 years.

Describe the basic problems in your community as you see them.

no faith in his bother

Describe your Civil Rights Activities none pass talk

Describe the problems that you have in getting communities to move.

Don't know how

Describe the problems you have in working with other groups:

none

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggist problems confronting someone trying to be a leader of a group in the community?

Knowing How TO LEAd

What would you regard as the most important things a good leader should know or be able to do?

to LEAd

Describe the additional training or knowledge that you think you need in order to function more effectively in the community?

know my subject good

Comments.

Ihereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Jerome Weathers
Signature of applicant

****

Do Not Write Below This Line

Attendance

Participation

Student Evaluation

Comments

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Return to: Louis S. Smith
Operation Bootstrap
4171 S. Central Ave.
Los Angeles, Calif.

Name Lucille Dahm Age 24

Address P. O. Box 1814, Topanga Phone NONE

Occupation Supervisor - Savings + Loan

Name of Organization you represent Congress of Racial Equality

Address

Position Secretary

Experience

Describe the basic problems in your community as you see them.

Describe your Civil Rights Activities Working With CORE, mainly with Employment-Labor Committee + their SEES Candy + North American Aviation projects

Describe the problems that you have in getting communities to move.

Judging only from the limited experience I have had, I think of the biggest problems is lack of enthusiasm + misconceptions of what the basic problems are + how to deal with them.

Describe the problems you have in working with other groups:

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggist problems confronting someone trying to be a leader of a group in the community?

Understanding the basic problems of a community and the groups, individually & collectively; ability to cope with the problem.

What would you regard as the most important things a good leader should know or be able to do? A good leader should be able to determine what the group can accomplish & how to guide & direct the group towards their goal using the abilities available to the best advantage.

Describe the additional training or knowledge that you think you need in order to function more effectively in the community?

I would need knowledge of the basic psychology of the community, along with the procedure in dealing with the different problems

Comments.

Ihereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Lucile C. Dalw

Signature of applicant

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Do Not Write Below This Line

Attendance

Participation

Student Evaluation

Comments

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Return to:
Louis S. Smith
Operation Bootstrap
4171 S. Central Ave.
Los Angeles, Calif.

Name Linda J. Friedman Age 25

Address 16719 Sunburst Street Phone 894-8729

Occupation Housewife

Name of Organization you represent Operation Bootstrap

Address ~~16719~~ 4171 So. Central Ave., L.A. Calif.

Position Volunteer Worker

Experience

Describe the basic problems in your community as you see them.

Lack of communication. People don't want to become involved outside of their own circle, family, friends, etc. Lack of interest.

Describe your Civil Rights Activities Up to this date, I have not participated in any civil right activities physically, but I feel I have emotionally.

Describe the problems that you have in getting communities to move.

To answer this + the next question, I have not been physically involved in anything like this before. My group experience was one of a counselor – camper relationship approximately 8

Describe the problems you have in working with other groups:

years ago. The problem I could see myself having is that I don't feel I could project myself as a leader until I am really more sure of myself, self confidence, etc.

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggist problems confronting someone trying to be a leader of a group in the community?

Have self-confidence poise. Being able to communicate. Recognize the problems of the community.

What would you regard as the most important things a good leader should know or be able to do? Organize others. Plan. Co-ordinate. Be a good listener. Participate as part of the group, not just give ideas. Understand + want to help. Be

Describe the additional training or knowledge that you think you need in order to function more effectively in the community? 1. Self-confidence. Recognize the problem + know how to go to it. Getting people to go along with you. Speak my mind.

Comments.

Ihereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Linda J. Friedman
Signature of applicant

****

Do Not Write Below This Line

Attendance

Participation

Student Evaluation

Comments

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Return to: Louis S. Smith
Operation Bootstrap
4171 S. Central Ave.
Los Angeles, Calif.

Name Kenneth Stewart Age 33

Address 208 E. 75th St Phone PL 9-1028

Occupation

Name of Organization you represent L.A CORE

Address

Position

Experience

Describe the basic problems in your community as you see them.

1. Lack of an economic base in the community.
2. Inability of a large segment of the community to secure steady employment.
3. No representation or mis-represantation at the local level.
4. ~~Deficiencies in the local school system~~ The schools in this area do not meet the needs of the students

Describe your Civil Rights Activities

Describe the problems that you have in getting communities to move.

Describe the problems you have in working with other groups:

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggist problems confronting someone trying to be a leader of a group in the community?

1. Gaining The confidense of The people

2. Realy Knowing the people

What would you regard as the most important things a good leader should know or be able to do? Understand.

Describe the additional training or knowledge that you think you need in order to function more effectively in the community?

Comments.

Ihereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Kenneth Stewart
Signature of applicant

****

Do Not Write Below This Line

Attendance

Participation

Student Evaluation

Comments

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Return to:
Louis S. Smith
Operation Bootstrap
4171 S. Central Ave.
Los Angeles, Calif.

Name Eleanor M. Childs Age 20

Address 1625 So. Hoover St Phone 748-0841

Occupation Student

Name of Organization you represent "Operation Bootstrap"

Address 4171 So. Central Ave

Position Teacher

Experience none

Describe the basic problems in your community as you see them.

Low Standard Education
Unemployment or under employment
Police Mal practice
Overcrowded poor houses with high rent

Describe your Civil Rights Activities Some CORE demonstration

Describe the problems that you have in getting communities to move.

---The people have heard so much talk and seen so little action in the past that they jump as fast might be hoped or expected at times. However on the whole "Operation Bootstrap" has had pretty fair success in getting positive response from the people.

Describe the problems you have in working with other groups.

Very often we forget that our goals are basically the same and only the methods different. The personalities in different groups also create a problem in their working together.

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community?

1) Communication within and outside of the group
2) Ability to designate responsibilities and follow thru
on this 3) very often susceptible to too much out-
side influence 4) personality clashes with other members etc.

What would you regard as the most important things a good leader should know or be able to do? 1) maintain clear communication line with those
he is to lead 2) be acquainted with persons, agencies
& other facilities that might be needed from time to time

Describe the additional training or knowledge that you think you need in order to function more effectively in the community?

1) Familiarity with people, agencies, programs & other
facilities 2) More knowledge laws & ordinances, etc.
of L.A. city & county, Calif. & U.S. 3) acquaintance with
past & present attempts at working in the community.

Comments.

Ihereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Eleanor Childs
Signature of applicant

****

Do Not Write Below This Line

Attendance

Participation

Student Evaluation

Comments

O.K. Lou Smith

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Return to: Louis S. Smith
Operation Bootstrap
4171 S. Central Ave.
Los Angeles, Calif.

Name Coles Smith Age 20

Address 505 W Palmer Ave Compton Calif Phone NE 82654

Occupation Student

Name of Organization you represent Pomona College 132 Blaisdell

Address

Position

Experience

Describe the basic problems in your community as you see them.

Community inactivity and decay.

Describe your Civil Rights Activities None

Describe the problems that you have in getting communities to move.

Describe the problems you have in working with other groups:

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Return to: Louis S. Smith
Operation Bootstrap
4171 S. Central Ave.
Los Angeles, Calif.

Name Carmen Leigh Williams Age 19

Address Pomona College, Claremont, Calif. Phone 626-1255

Occupation Student

Name of Organization you represent Me

Address

Position

Experience

Describe the basic problems in your community as you see them.

Communication

Describe your Civil Rights Activities Sit-ins, Headstart, being at Pomona, integrating a white high school in Louisiana.

Describe the problems that you have in getting communities to move.

... Communicating to the people without appearing condescending

Describe the problems you have in working with other groups:

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggist problems confronting someone trying to be a leader of a group in the community?

Communication.

What would you regard as the most important things a good leader should know or be able to do?

Making people feel their own importance in the group.

Describe the additional training or knowledge that you think you need in order to function more effectively in the community?

Every sort of communication possible.

Comments.

Ihereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

(Mrs) Carmen Leigh Williams
Signature of applicant

****

Do Not Write Below This Line

Attendance

Participation

Student Evaluation

Comments

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Return to: Louis S. Smith
Operation Bootstrap
4171 S. Central Ave.
Los Angeles, Calif.

Name Leon D. Foster Age 27

Address 1342 W Summit Apt #4 Long Beach Phone 435 1404

Occupation None

Name of Organization you represent None

Address –

Position –

Experience

Describe the basic problems in your community as you see them.

In my LB community the problem is not as apparent as in other ~~[illegible]~~ areas but I feel it is because there has been less "pressing" on the part of the black people. During the eight years I've ~~bee~~ lived there

Describe your Civil Rights Activities there has been a slight improvement in housing

Sorry to say – none

Describe the problems that you have in getting communities to move.

Describe the problems you have in working with other groups:

–

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggist problems confronting someone trying to be a leader of a group in the community?

Arousing greater concern and knowledge of the problem

What would you regard as the most important things a good leader should know or be able to do? "plan the work & work the plan" - this entails of course getting the understanding of the group

Describe the additional training or knowledge that you think you need in order to function more effectively in the community?

Comments.

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Leon D. Foster
Signature of applicant

****

Do Not Write Below This Line

Attendance

Participation

Student Evaluation

Comments

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Name Christine Kendall Age 22

Address Sanborn Hall - Pitzer - Claremont, Calif Phone

Occupation Student

Name of Organization you Represent

Address

Position

Experience

Describe the basic problems in your community as you see them: Compromise: ignoring the conflicts — that we are not admitting that trust does not exist - Pretending it does exist - lying - The white Community is lying — me — & It is easier not to feel so we don't —

Describe your Civil Rights Activities

Describe the problems that you have getting communities to move:

Describe the problems you have in working with other groups:

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community? Re-evaluation of constant changes - lack of faith. Lack of humility in dealing with the people who might be involved in a group - constant self evaluation -

What do you regard as the most important things a good leader should know or be able to do? 1) Listen 2) find out what the people are feeling - what do they want that they don't have. asking How ~~do~~ they think they could get it - Suggesting but not prescribing.

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community? Not opening my trap unless I am including the person I'm opening it to. Visiting other communities - operation bootstrap?

Comments: Because my group convinced me they cared, I care for them & am writing to them,

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Christine Kendall
Signature of Applicant

****

Do not write below this line.

Attendance____

Participation____

Student Evaluation____________________________________

Comments____

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Name Harriett Crosby Age 21

Address Frankel Hall, Pitzer College, Claremont Calif. Phone Na.6-8511 ext. 3236

Occupation student

Name of Organization you Represent none

Address

Position

Experience

Describe the basic problems in your community as you see them: In the Claremont Community - apathy - lack of awareness of what's going on no contact with the problems

Describe your Civil Rights Activities

a month in Atlanta, Georgia in training for Vista.

Describe the problems that you have getting communities to move:

expressing myself in relation to the problem before us.

Describe the problems you have in working with other groups:

maintaining continious participation in the transactions of the group + reacting spontaniously to situations.

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community?

trying to keep the leadership instead of getting rid of it. being afraid, lack of confidance in himself. having established confidance in the community.

What do you regard as the most important things a good leader should know or be able to do?

he should make sure before he ever starts that the people can trust him & he the people. free communication channels are needed for full cooperation.

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community?

More training in group situations in learning to be open and responsive and natural.

Comments:

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Harriett Crosley

Signature of Applicant

****

Do not write below this line.

Attendance

Participation

Student Evaluation

Comments

SCHOLARSHIP, EDUCATION AND DEFENSE FUND
FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Name Regenald T Swan Age 44

Address Center Morchies Po 935 Phone 878-1568

Occupation Eng - Teacher

Name of Organization you Represent Bay Area CAP -

Address SCC Selden L.I.

Position Tech Eng -

Experience 20 years

Describe the basic problems in your community as you see them:

Lack of community Action

Describe your Civil Rights Activities

Voting Residents

Describe the problems that you have getting communities to move:

understanding

Describe the problems you have in working with other groups:

None

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community? None

I Lets them try + helps if I can

What do you regard as the most important things a good leader should know or be able to do?

understanding of other person's + problems and be able to listen

Describe the additional training or knowledge that you think you need in order for you to function more effectively within the community?

Goverment + County procedure's

Comments: None

I hereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Reginald E Swan
Signature of Applicant

****

Do not write below this line.

Attendance

Participation

Student Evaluation

Comments

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Return to: Louis S. Smith
Operation Bootstrap
4171 S. Central Ave.
Los Angeles, Calif.

Name Debby YAGER Age 17

Address Frankel Hall Pitzer, Claremont Calif Phone 626851 ext 3234

Occupation Student - Freshman

Name of Organization you represent Me

Address Above

Position Freshman

Experience

Describe the basic problems in ~~your~~ ANY community as you see them.

Ignorance

Describe your Civil Rights Activities - NONE - I tried to get a job with Head Start but failed because of a physical handicap

Describe the problems that you have in getting communities to move.

... FEAR + IGNORANCE

Describe the problems you have in working with other groups:

I have to learn to listen.

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community?

Getting people to listen and follow

What would you regard as the most important things a good leader should know or be able to do?

~~how to lead~~ see below

Describe the additional training or knowledge that you think you need in order to function more effectively in the community?

All I would say would be a bunch of BullShiT.
I am truly interested for many reasons which
I find difficult to put into writing easier to express

Comments. by talking to someone face to face. I
don't really know the answers to these questions
and that is what I want to learn →
I want to meet people and hear new ideas.

Ihereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Deborah Yager
Signature of applicant

****

Do Not Write Below This Line

Attendance

Participation

Student Evaluation

Comments

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Return to: Louis S. Smith
Operation Bootstrap
4171 S. Central Ave.
Los Angeles, Calif.

Name Marcia Bradley Age 20

Address Holden Hall, Pitzer College Phone NA 68511 ex 3079

Occupation Student (Junior)

Name of Organization you represent —

Address —

Position —

Experience —

Describe the basic problems in your community as you see them.

I think the problems of our community are ones of ignorance & the fear it breeds.

Describe your Civil Rights Activities Mississippi Freedom Dem. Party '64, S.D.S. (Chico State) '65, Human relations council & conference '66.

Describe the problems that you have in getting communities to move.

People don't move because of ignorance & fear, also because of long ~~to~~ festering apathy. The problem is removing the fear, the apathy.

Describe the problems you have in working with other groups:

Have had little experience to speak from.

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community?

To be a leader you have to be trusted, have to have an inroad to the community - - ~~you must~~ [illegible] you need to be trusted

What would you regard as the most important things a good leader should know or be able to do?

Becoming a part of the community, accepting its problems as your own. - -

Describe the additional training or knowledge that you think you need in order to function more effectively in the community?

How & what makes the community tick, how I can tick with it & help it tick better.

Comments.

Ihereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Marcia Bradly
Signature of applicant

****

Do Not Write Below This Line

Attendance

Participation

Student Evaluation

Comments

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

WORKSHOP APPLICATION

Return to: Louis S. Smith
Operation Bootstrap
4171 S. Central Ave.
Los Angeles, Calif.

Name Cleveland L Wallace Age 26

Address 3822 W. 27th St Phone 732 8862

Occupation Rehabilitation Aide

Name of Organization you represent CORE

Address

Position MEMBER

Experience

Describe the basic problems in your community as you see them.

Unity, Lack of pride in the Negro community

Describe your Civil Rights Activities Work as office manager
Action committee chairman office manager

Describe the problems that you have in getting communities to move.

Motivation of member with in the organization

Describe the problems you have in working with other groups:

On the basis of your own experience or your knowledge of the experience of others, what would you say were the biggest problems confronting someone trying to be a leader of a group in the community?

I feel the biggest problem a leader have to confront in the community is unity

What would you regard as the most important things a good leader should know or be able to do? A good leader should know the people he or she is work with, How to motivate and get cooperation from his member.

Describe the additional training or knowledge that you think you need in order to function more effectively in the community? ways of motivating people,

Comments.

Ihereby promise to attend all workshop sessions and participate fully in all discussions to the best of my ability.

Cleveland L. Wallace
Signature of applicant

****

Do Not Write Below This Line

Attendance

Participation

Student Evaluation

Comments

WORKSHOP EVALUATION

NAME Erma Jean Lucas

ADDRESS 3050 Webster Ave

CITY San Diego STATE California

(1) WHAT DID YOU LIKE BEST? Having felt what other are seeking to do. Getting a understanding with my self. I was able to arrive to a conclusion about a few of my problem

(2) WHAT DID YOU LIKE LEAST? Staying up so late.

(3) IF SEDFRE WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU SUGGEST TO IMPROVE IT? I would involed each black and white person so they could couple off and reach ~~off~~ out.

COMMENTS: Will be looking forward to out next meeting

WORKSHOP EVALUATION

NAME Girthia Maye Jackson

ADDRESS 3933 National Avenue

CITY San Diego STATE California

(1) WHAT DID YOU LIKE BEST?

The experience of finding myself.

(2) WHAT DID YOU LIKE LEAST? Not enough time together

LT ser
cal

WORKSHOP EVALUATION

NAME Susan Coles Smith

ADDRESS 132 Blaisdell

Pomona College

CITY Claremont STATE Calif.

(1) WHAT DID YOU LIKE BEST? The personal friendships built within the discussion groups. These friendships were built through the combined efforts of the members within the group to break down barriers and to help each other with mutual problems and learn about each other.

(2) WHAT DID YOU LIKE LEAST? Friday night when everyone saw each other as black and white and didn't even try to see the human elements present in all the individuals present. In other words we didn't get to meet the people in the larger group or even bother to find out why they were here or where they were from.

(3) IF SEDFRE WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU YOU SUGGEST TO IMPROVE IT? I would suggest that the first meeting be a general learning process about why people were present and where they are from.

COMMENTS:

WORKSHOP EVALUATION

NAME Barbara Sue Miller

ADDRESS 3535 Boston Avenue

CITY San Diego **STATE** California

(1) WHAT DID YOU LIKE BEST? Once, after all years were gone the Fortress was what I liked best. I understand myself & some of the "whys" of things. I'm closer to one person more so than I was when I first came. Our understanding is begining to grow & I'm feeling more like a mature adult.

(2) WHAT DID YOU LIKE LEAST? I didn't care too much for the people & there are some who feel that they haven't a problem when deep down inside of them they know very well that they do. I didn't like people passing judgment on the past & also not trying to see your point.

(3) IF SEDFRE WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU SUGGEST TO IMPROVE IT?

If I were he I'd do it exactly the same way, maybe I'd have a little more time to go out in the mountains & simply talk. The program is most effective.

COMMENTS: The program has provided us with the opportunity to really get to know each other & even though you may not agree you should be able to evaluate ~~the program~~ the reason behind what people say.

WORKSHOP EVALUATION

NAME Harriett Crosby

ADDRESS Frankel Hall Pitzer College

CITY Claremont STATE Calif.

(1) WHAT DID YOU LIKE BEST? The directness with which people reacted to problems. The spontaniety, naturalness and passion in human relations. This was new to me + very difficult to handle as I had never really learned to stand up for myself + trust others. The 24 hour session really got me into it.

(2) WHAT DID YOU LIKE LEAST? The fact that this was such a new experience for me.

(3) IF SEDFRE WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU YOU SUGGEST TO IMPROVE IT? allow more time for sleep. But I really haven't had a chance yet to evalute it critically.

COMMENTS:

WORKSHOP EVALUATION

NAME Linda J. Friedman

SUNBURST
ADDRESS 16719 Sunburst St

CITY Sepulveda STATE Calif.

(1) WHAT DID YOU LIKE BEST? The sensitivity group that I was in. It was so beautiful that words can't explain it. I felt people & people felt me. One to one relationships regardless of color — just human beings.
Chris was the group leader.
Communication in a free & honest way.

(2) WHAT DID YOU LIKE LEAST? I felt that on Fri night there was really no definite plan. Lack of organization even though it finally got going

(3) IF SEDFRE WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU YOU SUGGEST TO IMPROVE IT? Yes I would just organize a little better

COMMENTS: I have really experienced people.
I felt many emotions both
frustration, hate & love.
This has been an experience that
I will always treasure.
Now I have a bigger job to
give my feelings to my community. Work!
Thank You

1

WORKSHOP EVALUATION

NAME Jerome Weathers

ADDRESS 1829 W 85 St.

CITY Los Angeles **STATE** Calif.

(1) WHAT DID YOU LIKE BEST? Openess With each other, and friendliness that flowed.

(2) WHAT DID YOU LIKE LEAST? Some people didn't talk much.

(3) IF SEDFRE WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU SUGGEST TO IMPROVE IT?

For the Leader to agree
before The program start on
How to start.

COMMENTS: I enjoyed it and look
Forward to The Nest one.

WORKSHOP EVALUATION

NAME Robert L Bailey

ADDRESS 531 W 43 Place

CITY Los Angeles **STATE** ~~New Jersey~~ Calif.

(1) WHAT DID YOU LIKE BEST? The

Can not be put on paper

(2) WHAT DID YOU LIKE LEAST?

No enough time

WORKSHOP EVALUATION

NAME (MRS) WALLACE ALBERTSON

ADDRESS 8948 ROSEWOOD AVE

CITY L.A STATE CALIF

(1) WHAT DID YOU LIKE BEST? SMALL T GROUPS AND INCLUSIVE ATMOSPHERE ACHIEVED.

(2) WHAT DID YOU LIKE LEAST? LARGE MEETING THE FIRST NIGHT (FRIDAY) WHEN THE "FISHBOWL" GROUP GATHERED IN THE MIDDLE OF THE FLOOR + EXCLUDED THE LARGER GROUP OUTSIDE

(3) IF SEDFRE WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU YOU SUGGEST TO IMPROVE IT? MORE STRUCTURING EXTERNALLY — FLEXIBLE OF COURSE BUT RETAINING THE NON-STRUCTURE INSIDE T. GROUPS

COMMENTS: A MOST REVEALING & INTERESTING WEEKEND. I FOUND IN SOME MEASURE WHAT I CAME FOR. WOULD LIKE TO PARTICIPATE IN ADDITIONAL SESSIONS. THE AFFECTION & RESPECT & TRUST GENERATED WERE MOST POSITIVE, HEART-WARMING — POINTING AS IT DOES — TO SUCCESS IN THE LARGER COMMUNITY.

WORKSHOP EVALUATION

NAME Debby Yager

ADDRESS Frankel Hall
Pitzer College

CITY Claremont STATE Calif 91711

(1) WHAT DID YOU LIKE BEST? The beauty of people being able to be free. Being able to trust and be Trusted. People. The atomsphere which was created by people who love and want me to be able to love. I can love love, love.

(2) WHAT DID YOU LIKE LEAST?

All people were not prepared for what sensitivity is or what sensitivity Training is. They were resentfull and hungeron me

(3) IF SEDFRE WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU YOU SUGGEST TO IMPROVE IT? More preparation of participants

COMMENTS: LOVE Baby LOVE

WORKSHOP EVALUATION

NAME LIZA WILLIAMS

ADDRESS SANBORN HALL, PITZER COLLEGE

CITY CLAREMONT STATE CALIFOR

(1) WHAT DID YOU LIKE BEST? I liked the Saturday night program where we worked with each other on a personal basis, really saying what we thought. I learned a lot about the other people in my group, and even more important, about myself

(2) WHAT DID YOU LIKE LEAST? I didn't like it on the first night when we divided into black and white groups. The blacks know what they think of each other & the whites know what they think of each other. So that was a waste. What we gotta do is know what we think of each other as individuals

(3) IF SEDFRE WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU YOU SUGGEST TO IMPROVE IT? Just about the same except you should exclude the part I mentioned on the last question.

COMMENTS: A real trip

WORKSHOP EVALUATION

NAME Roland O. Grooms
ADDRESS 4507 "F" Street
San Diego, Calif.
CITY STATE

(1) WHAT DID YOU LIKE BEST? Bringing out deep feeling among everyone, and the singing

(2) WHAT DID YOU LIKE LEAST? Nothing

(3) IF SEDFRE WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU YOU SUGGEST TO IMPROVE IT? Bring more people in on it. Everybody

COMMENTS: None

WORKSHOP EVALUATION

NAME Lucian Jackson Jr.

ADDRESS 733 West Street

CITY San Diego STATE Calif

(1) WHAT DID YOU LIKE BEST? The openess and honesty, and the opportunity to express ones feelings.

(2) WHAT DID YOU LIKE LEAST? the weekend was not long enough

(3) IF SEDFRE WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU YOU SUGGEST TO IMPROVE IT? have four days.

COMMENTS:

WORKSHOP EVALUATION

NAME Eleanor Childs
ADDRESS 1625 So. Hoover St.

CITY L.A. STATE Calif.

(1) WHAT DID YOU LIKE BEST? The small group sessions were helpful because it allowed and made sure that everyone take part. I feel that in a small group I was able to express myself more freely and made the attempt at under-standing better the others in my group as they are and how ~~relate~~ how ~~I~~ we relate to each other.

P.S. I liked the chocolate chip cookies

(2) WHAT DID YOU LIKE LEAST? I disliked the fact that there wasn't more time for interaction with others, not in my group, who were at the session. (However I realize that this will probably be taken care in the sessions to come.)

(3) IF SHOPFER WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU SUGGEST TO IMPROVE IT? I've already stated that I feel ~~Matte~~ the small groups are of value but I think that their effectiveness when people wander in and out. Maybe more ~~[illegible]~~ emphasis should placed the importance of a group staying as close as possible at the beginning of the session.

COMMENTS:

I feel that the idea of the session is good because I Know that so much could be accomplished if ~~we~~ I can honestly communicate with you and you with me.

WORKSHOP EVALUATION

NAME David L Schwartz

ADDRESS 940 Ave 64

[illegible] Calif

CITY Pasadena STATE Calif

(1) WHAT DID YOU LIKE BEST? The people! And being able to stay together work & play through the use of accelerated interaction as the mode; to get [illegible] with each other - This to me is the grass roots approach towards solving people & political type problems.

(2) WHAT DID YOU LIKE LEAST? Nothing — Outside of the ground not being prepared properly.

(3) IF [illegible] WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU SUGGEST TO IMPROVE IT? Better + Clearer, Boundries - Prior Organization to be handled before hand. This needs to include directions to meeting place, what to bring with you + then a beginning (opening) structure!

COMMENTS: Thank You !!!!
Thank Me too !!!

WORKSHOP EVALUATION

NAME Kate Austin

ADDRESS Frankel Hall - 310A
Scripps New Dorm - Pitzer Wing

CITY Claremont STATE Calif

(1) WHAT DID YOU LIKE BEST?

The small group set up which gives me a chance to intimately interact with the others in the group. I think I have never been with a group which became so open & close in such a short period of time.

(2) WHAT DID YOU LIKE LEAST?

That the weekend isn't longer! Also, do not feel that the large group set-up isn't as effective as the small group.

(3) IF [illegible] WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU SUGGEST TO IMPROVE IT?

Extend the period of time - Maybe even a three day weekend instead of two - Get into small groups sooner

COMMENTS: Its been quite a while since I have had a chance to really look at + feel some pretty basic things going on inside me + hangups in trying to express what I feel without being rational + logical etc - being gen'

WORKSHOP EVALUATION

NAME Mark Weiss

ADDRESS 7139 LeNNOX Ave

V

CITY VaN Nuys STATE California

(1) WHAT DID YOU LIKE BEST? MARATHON marathon, marathon, marathon marathon, Dave Schwartz, marathon Bill Gilleman, marathon, Bob Dailey, marathon, Ronnie Moore, marathon cheryl weiss marathon, more marathon, marathon, Chris Hostetter marathon

(2) WHAT DID YOU LIKE LEAST? No apparent preparing of the ground, no intake procedure, need pre-registration and mailing.

(5) IF [illegible] WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU SUGGEST TO IMPROVE IT?

Prepare the ground

COMMENTS: I feel good

WORKSHOP EVALUATION

NAME Harlan N. Singleton Jr.

ADDRESS 3969 Ocean View #D

CITY San Diego STATE Calif. 92113

(1) WHAT DID YOU LIKE BEST? Well I like the conversation we the people talked about. I really enjoyed myself while I was here and will return when the next meeting is set.

(2) WHAT DID YOU LIKE LEAST? The cold whether is all. I've never been up in the mountains before

(3) IF SEDFRE WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU SUGGEST TO IMPROVE IT?

COMMENTS: None whatsoever

WORKSHOP EVALUATION

NAME Marcia Bradley

ADDRESS Holden Hall / Pitzer College
Claremont, Calif.

CITY

STATE

(1) WHAT DID YOU LIKE BEST?

Being allowed to meet the people I'll be working with - Also being allowed to know myself better.

(2) WHAT DID YOU LIKE LEAST?

I think there was too little organization. While the group attempted to be un-structured & needed to be, to function as sensitivity training. But, time was needlessly wasted. Leaders can

(3) IF SEDFRE WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU YOU SUGGEST TO IMPROVE IT? Con't – to direct & organize without destroying the freedom of the situation – (1) Groups should have been assigned. (2) a vague time schedule organized –

COMMENTS:

WORKSHOP EVALUATION

NAME Martha Hart

ADDRESS Holden Hall
Pitzer College

CITY Claremont STATE California

(1) WHAT DID YOU LIKE BEST? I liked the ability to break through superficial barriers so that I could develop good relationships with honesty.

(2) WHAT DID YOU LIKE LEAST? That I disliked any aspect was probably personal, but in the small group where we spent twenty four hours, there were naturally those with whom I identified less and not only felt unable and unwilling to communicate with, but was annoyed by. This is undoubtedly healthy but can be inhibiting

(3) IF SEDFRE WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU YOU SUGGEST TO IMPROVE IT? I liked the spontanaity of the weekend but I question the value of peoples ideas with no sleep. May be the groups could be better chosen.

COMMENTS:

WORKSHOP EVALUATION

NAME ABBY YOUNG

ADDRESS Oldenborg 813 - Pomona College

CITY Claremont STATE Calif

(1) WHAT DID YOU LIKE BEST? The T-Group situation; once we broke into smaller groups - real personality + feeling came out - + a very strong sense of group concern developed. I also liked the anger of the first session - when everyone unloaded their feelings for a while

(2) WHAT DID YOU LIKE LEAST? The hours are un-realistic - maybe allow for 2-3 hours of sleep every night; the shortness of the time to get to know each other;

(3) IF [illegible] WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU SUGGEST TO IMPROVE IT?

a week-long session in June where we can get contact really going + ideas really flowing. a little more free time to get to know separate people better

COMMENTS: I have learned ~~so~~ much about sympathy + patience in dealing with people, I am a little more aware of my own hang-ups

WORKSHOP EVALUATION

NAME John Hamilton

ADDRESS 672 N. Kenmore Av #22

Los

CITY Los Angeles STATE Calif

(1) WHAT DID YOU LIKE BEST? That people were partly forced and faced with looking at themselves. People were able to observe others in finding new ways and very meaningful relationships. The most important thing in my life enters love.

(2) WHAT DID YOU LIKE LEAST? The inability of some to relate to themselves and others.

(3) IF SEDFRE WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU YOU SUGGEST TO IMPROVE IT? More time, I would like to see this done again.

COMMENTS: Thanks very much for this session. I felt many very beautiful things.

WORKSHOP EVALUATION

NAME Barbara Holmes

ADDRESS 2438 1/2 Exposition Place

CITY Calif - Los Angeles STATE Calif

(1) WHAT DID YOU LIKE BEST? The thing I liked was the one-to-one communication, where others were allowed to express their feelings and be allowed to examine themselves, their value + goals as creative the total well-being of the individual for good of a healthy society.

(2) WHAT DID YOU LIKE LEAST?

WORKSHOP EVALUATION

NAME G. Christian Hostetter

ADDRESS 18 N. Venice Blvd.

Venice, Cal.

CITY

STATE

(1) WHAT DID YOU LIKE BEST? The entire workshop. The initial chaos was easy to accept as part of the process, once a complete loving experience is accomplished. The lack of structure was good. Everyone knew when it was time to change the structure.

(2) WHAT DID YOU LIKE LEAST? People who don't want to change were not prepared to trust.

(3) IF SEDFRE WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU YOU SUGGEST TO IMPROVE IT? Enough trainers to run at least a 24-hr marathon session made up of small groups of 10.

COMMENTS:

WORKSHOP EVALUATION

NAME Walt Larsen

ADDRESS 342 North Fairview

CITY Burbank STATE California

(1) WHAT DID YOU LIKE BEST? Responding to my own feelings – Reaching out to others – Trying to be honest with self

(2) WHAT DID YOU LIKE LEAST? –

(3) IF SEDFRE WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU YOU SUGGEST TO IMPROVE IT? I feel so good about the program now, I don't want to change it.

COMMENTS:

WORKSHOP EVALUATION

NAME Wesley Gale

ADDRESS 1003 E 42 St

CITY Los Angeles 90011 STATE Cal

(1) WHAT DID YOU LIKE BEST? I loved the meeting of different people - from various areas and the opportunity for discussion

(2) WHAT DID YOU LIKE LEAST? The amount of hours devoted to the sessions. I would have preffered 3-4 Hour sessions with time to refresh ones thinking

(3) IF SEDFRE WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU YOU SUGGEST TO IMPROVE IT? I would improve this program by organizing similar groups within the community

COMMENTS: I believe the SEDFRE program has immense value to the individual - for helping him to realize his on potentialities and objectives and to help draw on the forces of unity from within the group to help one - work within his immediate community.

WORKSHOP EVALUATION

NAME Christine Kendall

ADDRESS Sanborn Hall

PITZER College, Claremont, California

CITY ______________ STATE ______________

(1) WHAT DID YOU LIKE BEST?

That people didn't lie to me – the first people in a long time who haven't.

The leaders didn't compromise. They took risks; at first to me – making fools of themselves – because they cared and weren't afraid to show it.

This gave the first awareness that I was miles and years away from anything that lived.

(2) WHAT DID YOU LIKE LEAST?

In the beginning: what I took to be hostile brainwashing which was fake

In the end: the white people here in my community, and my past life

(3) IF SEDFRE WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU YOU SUGGEST TO IMPROVE IT?

Meeting as an entire group - just
as unstructured - ~~fo~~ with the
exception that a time limit of
two hours be set - Then again small
groups - no larger than six in each -
Setting in the mountains, by a lake -
out doors - as here -

COMMENTS:

I want to give but I've got
to slow down or else the
same phony crap will come out -
the blacks here were years ahead
of the whites - They're brave.
It scares to write this because
I have been phony for so long
I don't even think you'll
believe this - It's true - now.
I haven't made any sacrifices
yet so I haven't begun -
Emotion unexpressed is worth

nothing. When I behave as I feel right now upon returning to "The Pits" people will think I am out of my mind. I'm scared but can't go back now.

I love the people in my group—

The leaders here are mean. If you could dent me—and that is all it is now—man, you can dig a shovel into anyone—!

6

I'm still lying most of the time but not in this piece of paper—

WORKSHOP EVALUATION

NAME Marilyn W Lapp

ADDRESS 3419 "D" St.

CITY La Verne, STATE Calif.

(1) WHAT DID YOU LIKE BEST? The Techniques of Small group accelerated interraction Emphasis on developing positive self Image.

(2) WHAT DID YOU LIKE LEAST? Smoking - personal profanities - lack of religious orientation

(3) IF SEDFRE WOULD DO THE PROGRAM AGAIN, WHAT WOULD YOU YOU SUGGEST TO IMPROVE IT? It was handled in an excellent manner. — More communication should exist to physically prepare campers — They arrived without Bedding in a camp at 7900 altitude where temperatures range below freezing in Winter

COMMENTS:

QUESTIONNAIRE

Date 4/12/67

NAME WALLACE ALBERTSON ADDRESS 8948 ROSEWOOD AVE
L.A. - 90048 - CALIF.

What are the immeidate problems facing your community and how have the workshops helped you to solve these issues? BIGGEST PROBLEM IN MY (WHITE) COMMUNITY IS TO INVOLVE PEOPLE, FORCE THEM TO ENGAGE, CHANGING ATTITUDES WHERE NECESSARY, ITS A PHYSICAL PROBLEM (TIME & SPACE) IN REACHING WIDENING CIRCLE OF PEOPLE (BOTH BLACK & WHITE) & GETTING COMMITMENT. THE WORKSHOPS HAVE POINTED WAY ON HOW TO CONFRONT, OPEN PEOPLE UP, MAKE THEM MORE VULNERABLE — NOW WE HAVE TO PUT THEM TO WORK!

What should we do at the next workshop to better equip you as a citizen-leader and/or trainer? I MISSED THE LAST WEEKEND, UNFORTUNATELY, (EXAM-TIME UCLA) - BUT I HEARD IN REPORT-BACK FROM OTHERS THAT LAST MONTH'S SUBJECT MATTER WAS THE BEST YET IN TERMS OF PRACTICAL APPLICATION OF METHOD TO OUR PROBLEMS IN THE COMMUNITY. I'D BE FOR MORE OF THE SAME. THEORY & SENSITIVITY IS FINE BUT WE DESPERATELY NEED A "SAUL ALINSKY APPROACH" TO TRAINING. WE CAN'T STOP AT THE LEVEL OF ENJOYING OUR OWN NEW AWARENESS ONLY, THAT'S A LUXURY WE CAN ILL-AFFORD, HOWEVER NECESSARY AND BENEFICIAL.

What have you gained thus far from the Leadership Training Series? A GREAT DEAL IN TERMS OF INTER-PERSONAL RELATIONSHIPS AND UNDERSTANDING OF OUR SOCIAL PROBLEM & WHERE I STAND VIS-A-VIS. IT HAS BEEN THE SINGLE MOST FRIGHTENING EXPERIENCE OF MY LIFE - ONE I COULD NEVER HAVE GAINED THROUGH MY OWN COMMUNITY & S. CENTRAL AVE. (BOOTSTRAP) ACTIVITIES ALONE. IT HAS FORGED & REINFORCED MY OWN COMMITMENT — AND BACKED BY INCREASED AWARENESS — MADE ME MORE CONFIDENT OF MY OWN BELIEFS, ATTITUDES, & INTUITION. RON MOORE ADVISED ME ONE WEEKEND TO "LISTEN TO MYSELF, TOO" IN ADDITION TO OTHERS, AND TO NOT FOLLOW EVERY OPINION ADVANCED AUTHORITATIVELY, NECESSARILY; HE WAS SUGGESTING I BE DISCRIMINATING. HE WAS RIGHT, OF COURSE. I FEEL MORE SURE NOW

(Use back of paper for additional comments)

IN DEVELOPING MY OWN BLACK ATTITUDE. [I'LL DEFINE THAT IF YOU WISH ON THE WEEKEND]
I FEEL I HAVE GAINED LESS IN THE "HOW-TO" AREA BUT OF COURSE THIS IS THE ROUGHEST PART TO TIE DOWN. MY PROJECT IS STARTED: AN INTERRACIAL DISCUSSION GROUP, AN ADJUNCT OF OPERATION BOOTSTRAP, INVOLVING MIDDLE-CLASS BLACKS & WHITES IN WESTERN L.A., BOOTSTRAP DISCUSSION LEADERS, RESIDENTS S. CENTRAL AREA, OTHER MINORITIES, WITH NO POLITICAL OR IDEOLOGICAL RESTRICTIONS. IT IS GOING WELL. [redacted] WE'VE JUST GOT TO [redacted] DEVISE PROJECTS AND ADDRESS [redacted] OURSELVES TO PROBLEM-SOLVING NOW.

4/12/67

Dear Ron:

Do you have a "pipe line" to Stokely Carmichael? If so you could help me.

I've enclosed a copy of a letter a Speech Professor of mine at UCLA wrote Mr Carmichael asking permission to use one of his speeches in a new text book. So far Dr Lomas has received no reply from Mr. Carmichael. If you believe, as I do, that we must record our history in the making before the sources & materials are "lost" — and if you have influence with Mr. C — could you "pressure" him to answer yes-or-no? Yes preferably, naturally.

Thanks Wally.

Attention: Ron Moore

Dear Ron: See notes on reverse side of the "Leadership Training" questionnaire for an explanation of the seeming mis-direction of mail. Wally Alberton

rec'd 4/18/67.

March 9, 1967

Mr. Stokely Carmichael
Student Non-violent Coordinating Committee
360 Nelson Street, SW
Atlanta, Georgia

Dear Mr. Carmichael:

I am preparing a textbook on THE AGITATOR IN AMERICAN SOCIETY to be published by Prentice Hall, Inc. The book will conatin an extensive introduction analyzing and evaluating agitational activity, followed by the texts of about fifteen speeches. One of the categories will be "The Rhetoric of Civil Rights." Roger Baldwin ~~and Louis Lomax~~ have given me permission to use speeches, and I should like to include one of yours. The fourth speech in the group will be one by Emma Goldman at her 1917 trial on charges of interfering with the draft. Specifically I should like to include your speech at the Black Power Conference at Berkeley last fall. I have prepared the written text from a tape recording, and would publish it exactly as delivered, including audience responses.

I hope you will give me permission to use this speech in my book and in future revisions and editions thereof, including non-exclusive world rights in all languages. These rights will in no way restrict publication of your speech in any other form by you or others authorized by you. Should you not control these rights in their entirety (by reason of prior publication) would you kindly let me know to whom else I must write.

Unless you indicate otherwise, I will use the following credit line: "Used by permission of the author, Stokely Carmichael." For your convenience a release form is provided below and a copy of this letter is enclosed for your files.

Yours sincerely,

Charles W. Lomas
Professor of Speech

I grant permission for the use requested above.

____

Date______________

QUESTIONNAIRE

Date April 17, 1967

NAME JEROME WEATHERS ADDRESS 1820 W.85 St.

What are the immeidate problems facing your community and how have the workshops helped you to solve these issues? I thank the community as a whole is not concern with our fellow man's problems unless it touches us in some way personally. In the workshop I saw people become personally involve with otheres through sensitivity.

What should we do at the next workshop to better equip you as a citizen-leader and/or trainer?

Teach sensitivity training

What have you gained thus far from the Leadership Training Series?

That every one needs help

(Use back of paper for additional comments)

QUESTIONAIRE

NAME Miss Barbara Glynn Douglas

ADDRESS 4113 Franklin Ave.

CITY San Diego, STATE California.

ORGANIZATION Leadership Training Center

(Please be direct, brief and specific)

I. What are the pressing community problems in your area? In the area that I work the problems that most people complain about are:

A. Insufficient income
B. Lack of Education as a result
C. Lack of supervision in recreation areas.
D.
E.

II. What would you like to know about solving the problems in your area?

A. How to gain the confidence of the people
B. How to work more effectively with Mexican-Ameri
C. What is the best method of organizing
D. effective "Block Meetings"
E.

III. The next workshop will be on urban problems. what would you like to get out of it?

A. Generally - a more enlightened
B. out-look on the problems of San
C. Diego as a whole - how to work
D. in Southeast area around these
E. problems

IV. Additional Comments I'd like to know how to convey to the people on international problems that concern them. Also how to better understand the background of the news better myself.
I would like you to discuss the Adam Clayton Powell Controversy in ~~depth~~ depth.

(if you are a college student, use the campus as your community.)

QUESTIONAIRE

NAME Richard Gonzalez

ADDRESS 1278 N. Acacia

CITY Rialto STATE Cal.

ORGANIZATION San Bernardino CORE

(Please be direct, brief and specific)

I. What are the pressing community problems in your area?

A. 11.0 + % unemployment

B. lack of diverse economy

C. lack of minority enterprises

D.

E.

II. What would you like to know about solving the problems in your area?

A. How to create (develop) minority

B. (especially Negro) businesses.

C.

D.

E.

III. The next workshop will be on urban problems, what would you like to get out of it?

A. exploration of creation of business cooperatives; B. How to achieve unity among various minorities for Jeffective community action.

IV. Additional Comments

(if you are a college student, use the campus as your community.)

QUESTIONAIRE

NAME Robert L. Hall

ADDRESS 4171 So Central

CITY L. A. STATE Calif

ORGANIZATION Operation Bootstrap

(Please be direct, brief and specific)

I. What are the pressing community problems in your area? No Communications with other ~~[illegible]~~ Groups in the Community

A. No Effective Program to mobilize

B. Community

C.

D.

E.

II. What would you like to know about solving the problems in your area?

A. how To do it

B.

C.

D.

E.

III. The next workshop will be on urban problems, what would you like to get out of it?

A. How To Get A Effective Grass Root

B. Political Org.

C.

D.

E.

IV. Additional Comments I Think That This Type of Training should be worked more in The Community, with Trip in The Mountian once a month, with Community People

(if you are a college student, use the campus as your community.)

Dear Ronnie - I hate to start letters out with apologies but I just got back from vacation last night.

Q U E S T I O N N A I R E

Date April 12

NAME Martha Hart ADDRESS Holden Hall Pitzer College Claremont Calif

What are the immeidate problems facing your community and how have the workshops helped you to solve these issues? I see myself in two communities: the white community of Claremont and the black community of Portland where I really live. For the issues of Portland's black ghetto the workshops have given me ideas about Portland's slow, backward dormant adult community and the trouble brewing under the surface. But as for the white community I don't feel much better equipped. But I don't see much hope there anyway. (I'll try)

What should we do at the next workshop to better equip you as a citizen-leader and/or trainer? this summer I want to work in Portland where I already know many people. Black Power is not enthusiastically received - eight people turned out in support of establishing CORE. For me to have a place in this I need being with more people - which the workshops can't do any more than it already does. I want more suggestions for dealing with whites.

What have you gained thus far from the Leadership Training Series? I think the great value of the series has been the exchange of ideas. Maybe I've learned to think more independently, with more perception. I'm more discouraged about the white community than I was before if thats possible. Thats why its hard to accept my job there - as has been encouraged at the workshops. Probably my great gains were personal, which could ultimately pay of in society.

(Use back of paper for additional comments)

XERO COPY XERO COPY XERO COPY XERO COPY

QUESTIONAIRE

NAME Phil Rotkins

ADDRESS 289 So 18th St.

CITY San Jose STATE Calif 95116

ORGANIZATION CORE

(Please be direct, brief and specific)

I. What are the pressing community problems in your area?

A. No legal Help for poor people
B. Development of a working relationship with the poor
C. designing community groups which are desired
D. and needed by the poor
E. develop a moving and working CORE groups on the SJS Campus

II. What would you like to know about solving the problems in your area?

A.
B.
C.
D.
E.

III. The next workshop will be on urban problems, what would you like to get out of it?

A. ____________________

B. ____________________

C. ____________________

D. ____________________

E. ____________________

IV. Additional Comments At the present time we are trying to start an educational development community for the white people of our community who are liberal and train these individual to infiltrate other organizations within the community – plans are being laid at the present – the committee working on this project has only meet twice – we will meet again one week after the next training session.

(if you are a college student, use the campus as your community.)

QUESTIONAIRE

NAME Elbert Sampson

ADDRESS 505 W 43rd Place

CITY Los Angeles STATE California

ORGANIZATION

(Please be direct, brief and specific)

I. What are the pressing community problems in your area?

A. Apathetic attitude toward improvement
B. Inability to control economy of community
C. Lack of communication and/or understanding - on all levels
D. Causes of unemployment & school dropouts
E.

II. What would you like to know about solving the problems in your area?

A. What the people want
B. What is possible to attain with resources available
C. How to successfully buck the "STRUCTURE"
D.
E.

I. The next workshop will be on urban problems. what would you like to get out of it?

A. Understanding of "An Urban Problem".

B. What causes the problem and who

C. What can I do to combat it and motivate others to do so.

D. Some work on specific problems - housing, welfare,

~~E.~~ schools, recreation - lack of,

E Role of the church as a possible urban problem in Negro community and if it is a problem how is it to be contended with.

IV. Additional Comments

(if you are a college student, use the campus as your community.)

QUESTIONAIRE

NAME Jerome Weathers

ADDRESS 1829 W. 85 St.

CITY Los Angles STATE Calif L.A. 47

ORGANIZATION Boot Strap

(Please be direct, brief and specific)

I. What are the pressing community problems in your area? Apathy in The White Merchant. Absent of Black Merchant.

A. The white merchant dont maintan the propley after we move in.

B. ~~the dont~~ Or thay just move out and leave empty stores

C. And we dont have black merchant to move in.

D.

E.

II. What would you like to know about solving the problems in your area?

A. How to encourage black merchant to invest

B. in changes neighborhood.

C. How to force White merchant to keep up

D. thair stores.

E.

III. The next workshop will be on urban problems, what would you like to get out of it?

A. How to force land lords to keep up the propt

B. How to force land lorde to bring there rent

C. in line with the area.

D. And if thay dont what to do about it.

E. ______________________________

IV. Additional Comments ______________________________

(if you are a college student, use the campus as your community)

4
6
60

California Workshop Participants

~~Eleanor Dart~~
~~Holden Hall~~ ✓
~~Pitzer College~~
~~Claremont, Calif. 91711~~

Debby Yeger
Frankle Hall ✓
Pitzer College
Claremont, Calif.

Liza Williams
San Born Hall ✓
Pitzer College
Claremont, Calif.

Martha Hart
Holden Hall ✓
Pitzer College
Claremont, Calif.

Robert Bailey ✓
531 W. 43 Place
Los Angeles, Calif.

Chris Kendall
Santaru Hall ✓
Pitzer College
Claremont, Calif.

Kate Austin
Franksel Hall
Pitzer College ✓
Claremont, Calif.

Harriett Crosby ✓
Frankel Hall
Pitzer College
Claremont, Calif.

Ken Stewart ✓
208 E. 75 St.
Los Angeles, Calif.

Chuck Hill
10525 Van Ness ✓
Inglewood, Calif.

Wallace Albertson ✓
8949 Rosewood
Los Angeles, Calif.

Linda Friedman ✓
16719 Sunburst
Sepulveda Calif.

John Hamilton
672 N. Kenmore #22 ✓
Los Angeles, Calif.

Ethel Larsen
342 N. Fairview ✓
Burbank, Claif.

Barbara Holmes ✓
2458½ Exposition
Los Angeles, Calif.

Linda Clard
1051 W. 64th St. #6
Los Angeles, Calif.

Jerome Weathers ✓
1829 W. 85th St.
Los Angeles, Calif.

Louis Smith
4171 S. Central Ave. ✓
Los Angeles, Calif.

Abby Young ✓
Odenborg 813
Pomona College
Claremont, Calif.

Coles Smith
132 Blaisdell
Pomona, College
Claremont, Calif.

Marcia Bradley ✓
Holden Hall
Pitzer College
Claremont, Calif.

James E. Dennis
1918 E. 49th St. ✓
Los Angeles, Calif.

R.L. Pratt ✓
Box 59043
Los Angeles, Calif.

Wesley Gale
1003 E. 42 St.
Los Angeles, Calif.

Mr&Mrs. Robert Hall
4171 S. Central
Los Angeles, Calif.

Delores A. Grant ✓
5067 Pelusa St.
San Diego, Calif.

Eleanor Childs
1625 S. Hoover St. ✓
Los Angeles, Calif.

Tyrone Small - Nancy Small
4060 Stevely Ave.
Los Angeles, Calif.

Lester Johnson
5840 Hoover St. ✓
Los Angeles, Calif.

~~Cleveland Z. Wallace~~ ✓
~~382 W. 27th St. Apt. 3~~
~~Los Angeles, Calif.~~

Langria Collins
1944 Vineyard
Los Angeles, Calif.

Mary A. Price
421 Aurora
San Diego, Calif.

James P. Hamilton, Jr. ✓
4336 'Z' St.
San Diego, Calif.

Lucian Jackson, Jr. ✓
733 W. Street
San Diego, Calif.

Girthia M. Jackson
3933 National Ave. ✓
San Diego, Calif.

~~Erma J. Lucas~~ ✓
~~3050 Webster Ave.~~
~~Los Angeles, Calif.~~

Barbara Miller ✓
3535 Easton Ave.
Los Angeles, Calif.

~~Albert Heisser,~~
~~4974 Lisa Ave.~~
~~Los Angeles, Calif.~~

~~Roland O. Greene~~
~~4507 'F' Street~~
~~Los Angeles, Calif.~~

~~Walter C. Kimble~~
~~4987 Lisa Ave.~~
~~Los Angeles, Calif.~~

~~Harlan N. Singleton~~
~~3969 Ocean View #D~~
~~Los Angeles, Calif.~~

Harold Brown
2969 Imperial Ave.
San Diego, Calif.

Lori Alexander
416 Chantilly Rd.
Los Angeles, Calif.

Don L. Brown
1203 Mellen Ave.
Los Angeles, Calif.

~~James E. Dennis~~
~~1018 E. [illegible] St.~~
~~Los Angeles, Calif.~~

Phil Robbing
289 S. 18th St.
San Jose, Calif.

Carmen Leigh Williams
Pomona College
Claremont, Calif.

Susan Smith
Pomona College
Claremont, Calif.

Shirley Clay
5950 Balmoral Dr.
San Diego, Calif.

Robert L. COLE
1563 W. Evans
San Bernardino, Calif.

Doyle Washington
779 'O' Street
Los Angeles, Calif.

Richard Cole
2027 Gilbert
San Bernardina, Calif.

~~Wm. Xavier Archibald~~
~~881 Winston Dr.~~
~~San Diego, Calif.~~

Barbara Douglas
4113 Franklin Ave.
San Diego, Calif.

Richard Gonzales
1278 N. Acacia,
Rialto, Calif.

Marie Brashear
8387 Tamarind Ave.
Fontana, Calif.

Elbert Sampson
505 W. 43 Pl.
Los Angeles, Calif.

Lee Bertha Jones
1118 Delaware St. Apt F
Berkeley, Calif.

Jonathan Fleming
3610 Underwood St.
Chevy Chase, Md.

Lucy Dahm
P.O. BOX 1814
Topanga, Calif.

Landle McFadden
615 S. Euclid Ave.
San Diego, Calif.

Roberta Nicholson
1660 Lafayette Rd. #2
Los Angeles, Calif.

Abby Young
Oldenberg 813
Pomona College
Claremont, Calif.

Cindy McCullough
2414 Sacramento St.
Berkeley, Calif.

Ira Williams
Sanborn Hall
Pitzer College
Claremont, Calif.

REGISTRATION CARD

Name of Workshop Leadership Workshop

Participant Marilyn W Lapp

Address 3419 "D" St.

City La Verne, Calif **State** Calif **Zip Code** 91750

Organization

Comments I am a Communication Skills specialist with the Educationally Deprived, Covina Valley Unified Schools

---

REGISTRATION CARD

Name of Workshop There is love - Mr "Charlie"

Participant DAVID L SCHWARTZ

Address 940 AVE 64

City PASADENA **State** CALIF **Zip Code**

Organization EPISCOPAL HOME FOR CHILdREN

Comments

REGISTRATION CARD

Name of Workshop Charlie Mingus

Participant Mark Weiss

Address 7139 LeNNox Ave

City Van Nuys State Calif Zip Code 91405

Organization LoWeVrE

Comments I'm feelin' good — gimme more

REGISTRATION CARD

Name of Workshop Leadership Training

Participant Frieda Friedman

Address 16719 Sunburst St.

City Sepl State Calif. Zip Code

Organization Operation Bootstrap

Comments

REGISTRATION CARD

Name of Workshop Sensitivity Training

Participant

Address 831 S. 47th St.

City San Diego State Calif. Zip Code 92116

Organization Leadership Training Center

Comments

REGISTRATION CARD

Name of Workshop

Participant Christian Hostetter

Address 18 N. Venice Blvd.

City Venice State Calif. Zip Code

Organization Operation Bootstrap

Comments The only way to get together is to work it out and get together. This experience makes me know that more of the same would be a good thing.

MSS
546 SEDFRE

Center for Urban Ethics, Hartford, Conn.
(Rev. Joseph Duffy), 1967 - 1968

Box 22
Folder 18

State Historical Society of Wisconsin

Please Retain Original Order

October 24, 1967

The Reverend Joseph Duffy
175 Ridgefield Street
Hartford, Connecticut 06112

Dear Mr. Duffy:

I find that due to a conflict in commitments I will be unable to meet with you in Hartford on November 7.

I wonder if it will be possible for you to see me a little later on in the month, say November 21 or 22 (Tuesday or Wednesday).

I look forward to hearing from you soon.

Sincerely,

Ronnie M. Moore
Director, Leadership Development

RMM:at

January 2, 1967

The Reverend Mr. Joseph Duffy
175 Ridgefield Street
Hartford, Connecticut 06112

Dear Reverend Duffy:

As per our telephone conversation, enclosed for your information is the following:

1. Guidelines for T-Group Participants
2. Evaluation of Police Community Relations Laboratory Workshop held September, 1967.
3. Goals of Human Relations Training
4. Conditions For Learning
5. Participants

By the way I forgot to ask, what was the outcome of the election?

With a compulsive need to serve,

Henry G. Smith, Jr.
Staff Associate

PS
The Name of the three trainers are: Ronnie M. Moore, Training Staff Director-Henry G. Smith, Jr. and Francisco Lugovina.

October 24, 1967

The Reverend Joseph Duffy
175 Ridgefield Street
Hartford, Connecticut 06112

Dear Mr. Duffy:

I find that due to a conflict in commitments I will be unable to meet with you in Hartford on November 7.

I wonder if it will be possible for you to see me a little later on in the month, say November 21 or 22 (Tuesday or Wednesday).

I look forward to hearing from you soon.

Sincerely,

Ronnie M. Moore
Director, Leadership Development

RMM:at

INVOICE

To: Reverend Joseph Duffy
Center for Urban Ethics
55 Elizabeth Street
Hartford, Connecticut 06105

January 3, 1968

Expenses incurred for Consultation Services November 17-18, 1967

Consulting Services for one day (Mr. Henry G. Smith, Jr.)	$75.00
Air Travel, one way, to Hartford from New York City *	12.60
Train fare, one way, from Hartford to New York City	5.59
Cab fare from RR station to New York Office	3.25
	$96.44

*Mr. Smith traveled from Washington, D.C. to Hartford, but we are charging the rate from NYC to Hartford.

January 3, 1968

Reverend Joseph Duffy
Center for Urban Ethics
55 Elizabeth Street
Hartford, Connecticut 06105

Dear Joe:

As per our telephone conversation,I am enclosing the bill for consulting services for November 17-18, 1967.

Best regards.

With a compulsive need to serve,

Henry G. Smith, Jr.
Staff Associate

HGS:at
Enc.

January 15, 1969

Reverend Joseph Duffy
Center for Urban Ethics
52 Elizabeth Street
Hartford, Connecticut 06105

Dear Joe:

Thank you for helping us work out the problem for the New Haven group. I understand that you were responsible in helping them to secure the Senexet House in Woodstock, Connecticut.

Shirley Lacy, whom you have not met (I hope you will soon as she is a beautiful person) and I will be part of the training team from January 21 through the 25th.

This letter confirms the dates of March 1 through 3 at the Senexet House in Woodstock, Connecticut, and also the arrangements we made today by telephone.

Three trainers at $75/day for three (3) days	$450.00
Use of video tape equipment - $25/day for two days	50.00

Expenses that cannot be itemized at this time are travel, possible shipment of video tape equipment due to inclement weather, etc. Please do not let it be known that we are not going to charge you our usual ten percent fee for administrative charges.

We look forward to seeing you. Please send us any additional information you think we may need, such as maps, etc.

With a compulsive need to serve,

H

Henry G. Smith, Jr. - Staff Associate
Leadership Development Department

HGS:at

January 22, 1968

Reverend Joseph Duffy
Center for Urban Ethics
55 Elizabeth Street
Hartford, Connecticut 06105

Dear Joe:

We received the check for $96.44 in payment for our invoice, and thank you.

I look forward to working with you and your group the weekend of March 1 - 3.

With a compulsive need to serve,

Henry G. Smith, Jr., Staff Associate

HGS:at

March 6, 1968

Reverend Joseph Duffey
Hartford Seminary Foundation
175 Ridgefield Street
Hartford, Connecticut 06112

Dear Joe:

It was good hearing your voice this morning. I am getting the feeling that people in Hartford were happy with our workshop.

Marvin and I have scheduled, Friday, April 5th, as a conference date for Hartford here in our office. We will certainly be looking forward to seeing you and Bob.

I am enclosing the Group Norm sheet, and participants evaulation (19). You will also find ten (10) copies of "Where It's At", ten (10) copies of the SEDFRE Brochure, and a copy of the list of participants. Please edit the list and let us know if there are any changes that should be made.

Thank you very much for putting together a good group of participants.

With a compulsive need to serve,

Hank

HGS:lb
Encls

INVOICE

TO: Reverend Joseph Duffey
Center for Urban Ethics
52 Elizabeth Street
Hartford, Connecticut 06105

March 12, 1968

Workshop on Self Awareness and Community Development, March 1-3, 1968

Three Trainers at $75/day for two days (Henry G. Smith, Jr., Spiver W. Gordon, Frank Lugovina)	$ 450.00
Use of video tape equipment - $25/day for two days	50.00
Travel expense (Avis Rent-a-Car)	69.87
Tolls, Connecticut Turnpikes	4.20
	$ 574.07

3-29-68

Robert Batchelder, Director
Joseph Duffey, Associate Director

55 Elizabeth Street
Hartford, Connecticut 06105
Telephone (203) 232 4451

Affiliated with the
Hartford Seminary Foundation

Center for Urban Ethics

March 20, 1968

1. x RMM

Mr. Hank Smith
SEDFRE
164 Madison Avenue
New York, New York 10016

Confirm

Dear Mr. Smith:

I am writing for Mr. Duffey. He asks me to tell you that the new date we discussed - April 12th - is fine on his schedule, and he is looking forward to seeing you then. The reason he is particularly anxious for you to be here for lunch here in Hartford is because our office has arranged for members of the Executive Committee of the Community Renewal Team to meet with you at that time (along with Carrie Perry and some others). If Ronnie Moore can come up at that time, too, Dr. Batchelder and Mr. Duffey would be delighted.

As I mentioned to you on the phone, we have not received the evaluation sheets, and hope you can send us copies.

I'll negotiate contract with them.

Sincerely,

Judith A. Fox

Secretary,
Center for Urban Ethics

March 22, 1968

Mrs. Judith A. Fox
Secretary
Center for Urban Ethics
55 Elizabeth Street
Hartford, Connecticut 06105

Dear Mrs. Fox:

Replying to yours of the 20th to Mr. Hank Smith, both he and Mr. Moore have asked me to tell you that April 12 will be fine and is confirmed.

I hope that you have received the evaluation sheets by this time, as they were mailed out a few days ago, for the second time.

Mr. Moore says that SEDFRE is happy to hear of your interest, concern and commitment, and will be ready to discuss concrete proposals on April 12.

Sincerely,

A. Teper
Secretary
Leadership Development Department

bcc: Hank Smith

COPY

Robert Batchelder, Director
Joseph Duffey, Associate Director

55 Elizabeth Street
Hartford, Connecticut 06105
Telephone (203) 232 4451

Affiliated with the
Hartford Seminary Foundation

Center for Urban Ethics

April 10, 1968

Mr. Hank Smith
SEDFRE
164 Madison Avenue
New York, New York 10016

Dear Mr. Smith:

I am enclosing a copy of the letter which has gone out to about twelve of the people who attended the Norwich week-end. From the initial response, I gather they are looking forward to this "reunion" with great anticipation.

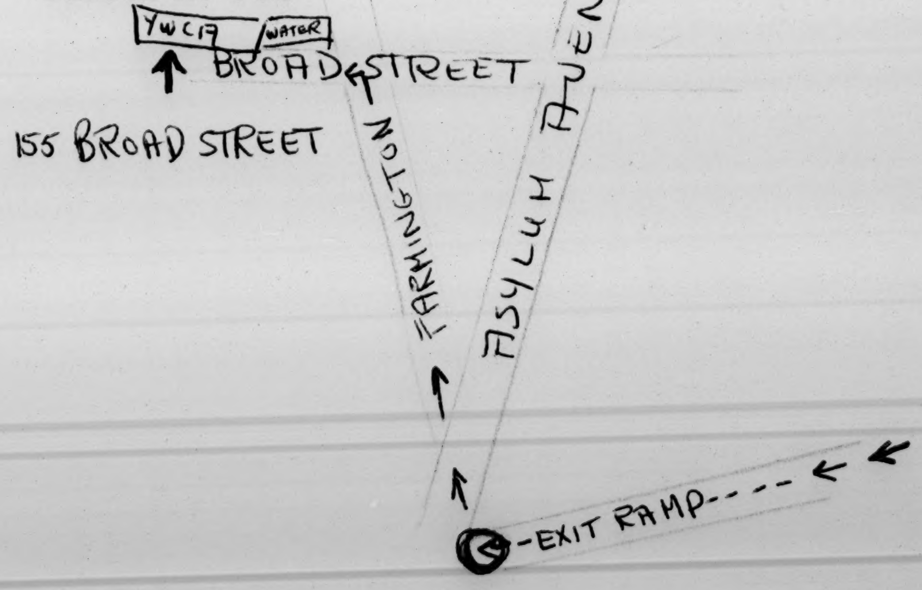
Dr. Batchelder asked me to send you directions for your trip from New York. Assuming that you would be using Route 91 from New York, I got the following information from the State Police: You follow 91North into Hartford, and then look for Route 44W. The exit for 44W will lead you directly to the ramp for 84W. You follow this last very briefly and the overhead signs will indicate the exit you need (it will say Asylum and Sigourney) which is ASYLUM. When you reach the traffic light at this exit, make a right turn, and then follow this diagram. Good luck!

Sincerely,

Judith Fox

Judith A. Fox

JAF:



Director
Associate Director

55 Elizabeth Street
Hartford, Connecticut 06105
Telephone (203) 232 4451

Affiliated with the
Hartford Seminary Foundation

Center for Urban Ethics

April 10, 1968

The meeting with Hank Smith and Ronnie Moore of the SEDFRE staff has been changed to Monday, April 15th, at the YWCA on Broad Street. I invite you to meet with these men and Joe Duffey and myself for luncheon at 12:00. A meeting will follow, the purpose of which will be to learn from Hank and Ronnie what SEDFRE can offer in the way of training in the future, and to decide which of these would be most helpful to the community here in Hartford.

Upon receiving this letter, if you will telephone our secretary, Mrs. Fox, to let her know whether or not you will be able to make this date, it would help us greatly in making the arrangements on this short notice. We look forward to seeing you then.

Cordially,

Robert C. Batchelder

RCB:jaf
Telephone: Mrs. Fox - 233-4174

April 18, 1968

Reverend Joseph Duffey
Associate Director
Center For Urban Ethics
55 Elizabeth Street
Hartford, Connecticut 06105

Dear Rev. Duffey:

I am waiting your letter of confirmation for the weekend workshop scheduled for May 10 - 12, which will deal with community problem solving. The enclosed laboratory exercise will be used.

Do you have any suggestions as to materials to be used?

Sincerely,

Ronnie M. Moore
Director, Leadership Development

RMM:ldb
Enc.

Robert Batchelder, Director
Joseph Duffey, Associate Director

55 Elizabeth Street
Hartford, Connecticut 06105
Telephone (203) 232 4451

Affiliated with the
Hartford Seminary Foundation

Center for Urban Ethics

APR 19 1968

April 18, 1968

Mr. Ronnie Moore
SEDFRE
164 Madison Avenue
New York, New York 10016

Dear Ronnie:

This is to confirm our telephone conversation regarding a weekend conference to be held in this area May 10, 11, 12. We will proceed with plans to invite about 25 persons, including participants in the earlier conference, with a new group of representatives of business and government, and some youth leaders. It is my understanding that the theme will be "Community Problem-Solving" and that you are going to send me an outline of the exercises and questions involved in this format. I also understand that you and Hank Smith will be the two leaders for this conference. We will plan for the program to begin with dinner on Friday evening at 7:00 p.m. and to probably end with the evening session Saturday.

I will be in touch with you concerning exact location within the next few days. I assume that our financial arrangements will be substantially the same as they were for the previous conference.

With best wishes.

Cordially,

Joe

Joseph Duffey

JD:jaf
cc: Hank Smith

acknowledge receipt of letter:
Hank + Ronnie
will participate
Financial arrangement
will be the same.
Please inform
as to location
as soon as
possible

R

Robert Batchelder, Director
Joseph Duffey, Associate Director

55 Elizabeth Street
Hartford, Connecticut 06105
Telephone (203) 232 4451

Affiliated with the
Hartford Seminary Foundation

Center for Urban Ethics

APR 19 1968

April 18, 1968

Mr. Ronnie Moore
SEDFRE
164 Madison Avenue
New York, New York 10016

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With best wishes.

Cordially,

Joe

Joseph Duffey

JD:jaf
cc: Hank Smith

acknowledge
receipt of letter.
Hank + Ronnie
will participate
Financial arrangement
will be the same.
Please inform
as to location
as soon as
possible

R

INVOICE

To: Center for Urban Ethics
52 Elizabeth Street
Hartford, Connecticut 06105

April 19, 1968

Attention: Reverend Joseph Duffey

Meeting on April 15, 1968 in Hartford, Connecticut to discuss plans for future workshops with community groups

Consultant Services of Mr. Henry G. Smith for one day at $75/day	$ 75.00
Travel Expense (Avis Rent-a-Car)	33.98
	$108.98

Robert Batchelder, Director
Joseph Duffey, Associate Director

55 Elizabeth Street
Hartford, Connecticut 06105
Telephone (203) 232 4451

Affiliated with the
Hartford Seminary Foundation

Center for Urban Ethics

April 22, 1968

RECEIVED
MAY 3 1968
SEDF

This is to invite you to take part in a week-end workshop on Community Problem Solving on May 10-11.

Last month the Center for Urban Ethics and CRT co-sponsored a similar week-end conference on community leadership at Norwich Inn. The conference was attended by representatives of neighborhood organizations and community leaders from Hartford. The participants in this conference have expressed a strong desire for another such program before summer, so a committee representing those who attended the earlier conference has arranged for this second week-end. The workshop will be held at Holiday Inn in Meriden. We will begin with dinner at 6:30 on Friday evening, May 10, and close at 10:00 p.m. on Saturday, May 11. It will be necessary for participants to be present for the whole session. There will be no charge for room or meals at the workshop.

Leadership for the workshop will be in the hands of Mr. Hank Smith and Mr. Ronnie Moore of Scholarship, Education and Defense Fund for Racial Equality (SEDFRE) of New York. These men have had wide experience in training community leaders both in the South and in northern cities. (At present they are actively working with SCLC on the Washington march.)

The theme of the workshop will be Community Problem Solving. The group will identify and analyze the most urgent problems confronting our community in the area of human relations - and work on a strategy for attacking these problems.

We hope you can accept this invitation.

Sincerely,

Robert C. Batchelder
Joseph Duffey

Ida McKenney
Thomas Bodine
Reverend Herbert Smith

P.S. Please fill out and return the enclosed card as soon as possible.

April 24, 1968

Reverend Joseph Duffey
Associate Director
Center for Urban Ethics
55 Elizabeth Street
Hartford, Connecticut 06105

Dear Joe:

Answering yours of the 18th, Hank Smith and I will participate in the week-end workshop in Connecticut on May 10 - 12.

Your understanding of the subject matter and other details is in agreement with mine and I will send you the mentioned outline as soon as possible. Financial arrangements will be the same as before. Please let us know the location for this workshop as soon as you can.

It will certainly be a pleasure to work with you and your good people again.

Sincerely,

Ronnie M. Moore
Director, Leadership Development

RMM:at

SEDFRE **INTER-OFFICE MEMORANDUM**

To: Ronnie Moore May 1, 1968

From: Hank Smith

Subject: Hartford

The attached letter is excellent in form and content. I suggest we tie this and other workshops for Hartford into a package rather than piecemeal. Let's talk about it for after the March on Washington maybe.

HGS:at
attachment

File

EDUCATION AND
DEFENSE
FUND FOR
RACIAL EQUALITY inc.
164 MADISON AVENUE
NEW YORK, N.Y. 10016
(212) 532-8216

Shirley

INVOICE

To: Center for Urban Ethics
Hartford Seminary
55 Elizabeth Street
Hartford, Conn. 06105

May 20, 1969

Attn: Dr. Robert Batchelder, Director

Re: Economic Development Workshop, Hartford, Conn. - 3/15/69

Trainers ($75. per day)			
Mr. Henry Smith, Jr. Miss Pamela McCoy	2 @ $75.		$150.00
Consultants ($75.per day) from Boston, Mass.			
Mr. Emanuel Eves Mr. Vincent Haines Mr. David O'Neil Mrs. Patricia Reiner	4 @ $75.		300.00
Travel Expense			
Mr. Smith & Miss McCoy		$47.00	
Mr. Eves, Mr. Haines, Mr. O'Neil & Mrs. Reiner		100.00	147.00
Sterling Institute (Invoice #306)			
Consultant, Per Attached Invoice			187.75
Total			$784.75

cc: Mr. Lynn McDowell

Contributions are deductible for income tax purposes

■ *president:* Andrew E. Norman ■ *vice presidents:* William S. Ellis, Nannette Sachs ■ *secretary:* Ezra Levin ■ *treasurer:* Shelley Appleton ■ *executive director:* Marvin Rich ■ *leadership development director:* Ronnie M. Moore ■ *legal director:* Carl Rachlin ■ *BOARD OF DIRECTORS:* Nils R. Douglas, *chairman* ■ James Baldwin ■ Katrina McCormick Barnes ■ Allan Barton ■ Jonathan Bingham ■ Canon James P. Breeden ■ Robert Curvin ■ Charlotte Devree ■ Robert F. Drinan, S.J. ■ Michael O. Finkelstein ■ Doris Freedman ■ James T. Harris, Jr. ■ Claude Heckscher ■ Norman Hill ■ Arthur Kimmelfield ■ Dr. Archie Lacey ■ Jeremy Larner ■ Joann E. Levinson ■ John Lewis ■ Leon Modeste ■ Henry Morgenthau, III ■ Dr. William Stuart Nelson ■ Edward Norton ■ Richard J. Schwartz ■ Elaine Slater ■ Rowland Watts

490

Sterling Institute COMMUNITY DEVELOPMENT CENTER
SUITE 3750 • PRUDENTIAL TOWER • BOSTON, MASSACHUSETTS 02199
TELEPHONE 617-262-6600

Scholarship, Education & Defense
Fund for Racial Equality, Inc.
164 Madison Avenue
New York, New York 10016

Attention: Mr. Henry G. Smith, Jr.

INVOICE 306
DATE: April 4, 1969
PROJECT NO.: Miscellaneous
OUR CONTRACT:
YOUR PURCHASE ORDER:

APR 8 1969

Honorarium for Speech	March 15, 1969	$75.00
Expenses:		
Air Transportation	$50.40	
Lodging	30.00	
Meals	20.00	
Taxis	12.35	
		112.75 S.L.
Sub Total		$115.35
		187.75
	Total Amount Due	$190.35

To insure proper credit, please make check payable to Community Development Center and return duplicate copy of invoice with remittance.

SEDFRE DRAFT 5/23/68

To: Ronnie Moore

From: Hank Smith

Re: Hartford, Connecticut

On March 23, 1968 after correspondence from David Holmes, Executive Director, Community Renewal Team (OEO), and Rev. Richard Cockrell, Rector, Church Of The Good Shepherd, (both of Hartford) stating an interest in SEDFRE running workshops for their groups respectively. Joseph Duffey set up a meeting with the two gentlemen, also including Robert Batchelder, Director, Center For Urban Ethics, at which all were present except David Holmes, who was absent due to a prior commitment, however, Mrs. Carrie S. Perry represented CRT and Mr. Holmes.

The intent of the meeting was to discuss future workshops with an eye on "dovetailing" all future activities in Hartford.

David Holmes wanted the following information for CRT:

1. The cost of the workshop for training 160 people.

Mr. Holmes was told that we would charge $75.00 per day per trainer, plus travel cost and food and lodging for trainers. That the maximum number of participants per trainer is 15, therefore, twelve trainers would be required to train 160 people. I also suggested a full weekend (Friday evening 6:00 p.m. thru Sunday afternoon, between 2:00 & 4:00 p.m.) be devoted to sensitivity training, and suggested a retreat or conference center for the best advantages, or they might consider closing down operations for a week and train on week days (Tuesday thru Thursday), this would save money for them on lodging costs, and getting facilities might be easier. I also explained the use of video tape and the cost ($50.00 per day). I feel that before we run this workshop, you and Dave Holmes might sit down and dis cuss the following:

DRAFT

From: Hank Smith

To: Ronnie Moore

1. What are the training needs as he sees them ?
2. Where is CRT going as he sees it ?
3. What end product does he feel he needs to get the best results for Hartford ?

Carrie Perry who represented Mr. Holmes, has listed these questions and hopefully he will be prepared to answer them when he sits down with you. I informed her that these questions will be helpful in our drawing up the training design. It may be that we will have to see CRT in action and interview som e ot the staff.

David Cockrell felt that the Episcopal Church Program for training might start with all the clergy (Black and white) in Hartford. His feelings were that the Black and White clergy were pulling apart and that many of the black clergy were not sure how they might help their people. He had spoken to John Steidl here in New York and felt that some money might come from them on this project because, "this is crisis action and perilous times."

Joseph Duffy wants to go beyond short range plans, or one workshop at a time. He now feels the need for on-going training and has started a proposal for a (believe it or not) "Training Institute" for Hartford. I told him it was a good idea and we have already looked at it and may use this idea in Gary, Indiana. However, Joe is talking about a budget of only $10,000.00 and that may not even pay salaries or for the "four season's" workshop, he hopes to hold summer, fall, winter, and spring. He feels our workshops have been very successful and because of SEDFRE he can see the need for a training center. Joe intends to present a proposal to the Hartford Foundation for the $10,000.00 package. He will then rewrite or submit this idea to other foundations or even HEW for more funds, like say the areas of need are spread out. Hartford may need several centers and maybe the U.S. Labor Departments' CEP for money.

I took the liverty to tell him Marvin might help in the planning stage and even tell him where to go for funding. Our training department will help train some of the needed staff and in all training activities set up by the Training Center (s) or Institute.

SUGGESTIONS

1. That we push the idea of a Training Institute because I see it as a good tool for Hartford and SEDFRE. We can be in a better position to give training because we will be able to get to the leaders and future leaders of Hartford. Night classes can be run out of a center, all day workshops can be run to fit the time for community people, and it will enable us to evaluate the training and how effective it can be or is with a home base to run it from. This may be the answer or part of it on how we reach urban areas.

2. That we go full speed ahead to train CRT (they need it) and we may be able to lower the cose some and give most effective training for 160 persons. However, we must find out the need or end product reqiured to make them effective.

§ 3. A workshop for the clergy of Hartford is a "real need". We could use Father McKnight to present the "Role of the church today in the community." The clergy of Hartford want to be effective, some do not know how, mainly the black clergy. This workshop can be very helpful, in getting tht clergy to work together and give some s direction to those who feel they need it.

4. Hartford is now in a voter registration drive, a one day or four hour night workshop on citizen education workshop, can sharpen their tools and make them more effective.. The questions have not been raised in Hartford, - Why should "poor Joe" register and vote ? How does one approach "poor Joe" and get him out ? What is 1968 to Poor Joe, and can his vote help bring about a change ?

Robert Batchelder, Director
Joseph Duffey, Associate Director

55 Elizabeth Street
Hartford, Connecticut 06105
Telephone (203) 232 4451

Affiliated with the
Hartford Seminary Foundation

Center for Urban Ethics

June 6, 1968

JUN 7 1968

SEDFRE
164 Madison Avenue
New York, New York 10016

Attention: Mr. Henry Smith

RE: Community Problem Solving Conference, May 10-11

Expenses for 1 additional trainer

	Meals	$10.00
2 nights @ $9.00	Lodging	18.00
		$28.00

RCB:jaf

O.K. Ronnie Moore

June 7, 1968

Center For Urban Ethics
55 Elizabeth Street
Hartford, Connecticut 06105

Attn: Mr. Robert Batchelder, Director

RE: Community Problem Solving, Workshop - May 10-11, 1968

INVOICE

Two trainers at \$75.00/ day for 1½ days (Henry G. Smith, Jr. & Joyce Ware Thomas)	\$225.00
Travel expenses (Kinney Rent-A-Car	71.40
Gas (not deductable-Kinney)	5.25
Tolls	4.20
TOTAL	\$305.85
Less expenses for 1 additional trainer	28.00
TOTAL AMOUNT DUE	\$277.85

Robert Batchelder, Director
Joseph Duffey, Associate Director

55 Elizabeth Street
Hartford, Connecticut 06105
Telephone (203) 232 4451

Affiliated with the
Hartford Seminary Foundation

Center for Urban Ethics

June 21, 1968

JUN 21 1968

Mr. Henry Smith
SEDFRE
164 Madison Avenue
New York, N.Y. 10016

Dear Hank:

Following up on our phone conversations of Tuesday and today: This morning Joe Duffey and I had a conversation with Mr. William Toole, Model Neighborhood Advisor for Hartford's model city program. He is interested in having a training week-end similar to those we have had here in March and May. He has the following in mind:

1. A session of about 25 persons, including his staff; several model neighborhood "responders" (local people from neighborhoods); the three staff members of the State of Connecticut's Department of Community Affairs who are directly assigned to work with the model city programs in 3 Connecticut cities (Hartford, Bridgeport and New Haven); all the members of the Council of Twelve (arepresentative group of persons from 4 target neighborhoods); etc.

2. What is done in the first week-end would be the first step of a long-term continuous training program for the people from the target areas -- who are in the process of incorporating into a neighborhood corporation that can receive official HUD recognition as a planning agency.

3. It would be most valuable to have the first session prior to the 15th of July. (I know this may be a problem for you, but this is their preference, to be worked out within the limits of your staff availability.)

4. There may be a funds bind here; but I will alert Joe to the possibility you mentioned over the phone that it might be possible to work out alternative sources of funds with you.

Joe and Toole will talk again on Monday -- and then be in touch with you by phone. If they decide to go ahead, and there is any possibility for you to provide resources, Toole and Joe will be ready to come to NY next week and hammer out necessary planning with you before you leave for Maine.

This is as much as I can give you at the moment - but I wanted to get it in writing before you. You'll be hearing further by phone first thing in the week.

Hope all is going well with you. I hope that it will be possible to work out something, either immediate or longer range with Toole, since the model city planning is such a crucial element in the future of our cities.

All the best.

Bob

Robert C. Batchelder

RECEIVED

AUG 1 1968

SEDF

July 30, 1968

Mr. Henry Smith
SEDFRE
164 Madison Avenue
New York, New York 10016

Dear Hank:

This is to confirm our telephone conversation. Ronnie and I and Bob Batchelder, if he is available, will be in your office at 9:30 on Monday the 12th to discuss scheduling constituency and other details of the four conferences next year which are being funded by the Hartford Foundation for Public Giving.

As I mentioned, we are also sending two people from the community to Cedar City, as a part of this grant.

I certainly hppe that Ronnie Moore can join us. See you on the 12th.

Cordially,

Joseph Duffey

JD:jaf
cc: Ronnie Moore
R. C. Batchelder
Lynn McDowell

TO: Henry Smith, Bob Batchelder, Lynn McDowell

FROM: Joe Duffey

AUG 22 1968

RE: Conference between Hank Smith, Bob Batchelder, Lynn McDowell and Joe Duffey on August 12th regarding SEDFRE-CUE conference plans 1968-69.

The following proposal was arrived at.

Session 1, October 18-20 week-end conference. Theme: "Goal-setting: What can be done?" Friday evening and Saturday, dialogue with Burt Lee and John Young concerning the United Black Front and economic development in Roxbury, Chicago (possibly someone from Newark to report on political involvement.) Constituency - militants, selected youth, businessmen, black and Puerto Rican. Questions - Where and at what level are whites to be involved? Who will be SEDFRE leaders? Have Lee and Young agreed to attend? Location and details of arrangements?

Session 2, November 15-16, two-day conference in Hartford. Selected representatives of the first session who hopefully have arrived at some concensus and proposals, will meet with representatives of church, university (business school) Chamber, insurance companies and industry. Theme: "Economic Development: Key to Community Program" a quest for means of support and procedures of implementation with regard to proposals coming out of Conference One. To be held in Hartford, Friday evening through Saturday afternoon.

Session 3, January 17-19. Citizenship Education Workshop. Constituency to be determined. Focus will be upon experiences in Newark and other communities with attempts to build political organization, and upon the need to begin early with the planning for fall elections.

Robert Batchelder, Director
Joseph Duffey, Associate Director

55 Elizabeth Street
Hartford, Connecticut 06105
Telephone (203) 232 4451
(203) 232-4275

Affiliated with the
Hartford Seminary Foundation

NOV 4 1968

Center for Urban Ethics

October 30, 1968

Hey Brother Smith:

Sorry I haven't provided you with an evaluation earlier. The interim period has, however, allowed me to get some feed back and reflect on the session more critically. In spite of some obvious lacks, I think it came off well. On the positive side I think the following was accomplished:

--Members of the Ebony Business League really got to express themselves for the first time to other elements of the community that they, prior to this time, were remote from and to some extent afraid of.

--As Ted Pryor has controled the EBL with a tight fist primarily because he doesn't trust his people enough, this may have given him a more positive appreciation of the members of his group to articulate the programs and problems which he previously has hogged. This may also be the beginning of EBL members standing up to Pryor and expressing things which he is too busy to realize or 'hear'.

--Paul MacLemore of the Chamber of Commerce is potentially a vital force to Htfd's Black Community and was seen as something other than the Chamber's Boy. Though the question of purity versus goals arises here as we spoke of, communications were developed which I am told have already been of benefit.

--There was some mention of the need for political activism in Black Htfd. I am sure that a few of those present would be open to future sessions dealing specifically with political skills.

--The movie did go over big and provided a sound basis for the entire weekend. This is especially true since we were dealing with an all-male group. Thanks!

--The young adults were appreciated fully. The misconception that gangs are of little positive value was dispelled I think.

--The training design was good and did provide for total participation.

--There did seem to be an implicit realization that despite the fact that all were not 'in-tune' with the obvious elements of the Black Revolution (clothes and the like) there could be a give and take among the Blacks for the sake of the community (especially when it comes to using black monies controlled by whites).

--The sessions were characterized by easy input. I don't think anyone felt that he was on the spot.

--Kevin was a gas!

--The reading materials were excellent.

On the negative side I found the following:

--After the Friday night session which lasted so late, I think your health began to show on you and by Saturday night you really seemed beat. I think this was really true for all present and I wonder if an initial all-male session was the wisest idea; some energy would have been saved which could have been diverted, no doubt, to partying.

--A lack of spirit after the opening sessions probably due to the fact that some people didn't show. For example, Butch Lewis and Doug Andrews would have been more "militant" had Doug's people shown. Thus an older brand of militancy did not confront the Pryors with the accusations that you posed on Saturday.

--The sensitivity aspects which were opened on Saturday were not picked up as they were on Friday night because Bert had to leave. I think two trainers should be present in the future even for a group of 20 or so....and yet I think a lot of it had to do with your health. Also, Bert's early departure meant an inability to listen to a businessman who learned to utilize a number of different elements in the Black community. Bert brought to the session a model which was early lost.

--I think the session dragged. Perhaps this was because the participants were all men and as the few enclosed evaluations point out, some consideration for the social aspects of a weekend for all men should be included in the future. I really don't see how this can be avoided.

--The fact that a solid group or community didn't participate throughout the weekend, no doubt, detracted from its effectiveness.

--More time should have been given to the reading materials, especially the significance of the GHEDIPLAN. This will tie-up with futher comments below.

--I wonder if objectives 4 and 6 of the design were spoken to fully? Should specific objectives and implementors have been more fully spelled out by the group?

--Though briefly mentioned on Saturday when you go down on Pryor about his doing exactly what the man has been doing in Black Communities (planning for rather than in consultation with), I think this point could also have been emphasized more, especially for the EBL which is prone to forget the dude in the street they hope to 'reach'; thus the "or else" implication of Bert's statement about his appreciation of the hustler's knife and his appreciation of Bert's words hit right to the point.

Well, these are the things which initially come to mind as I look back on the session; I hope to be receiving your evaluation soon. Please tear down any of the observations I have made above, there were times that I missed things and I too very much need the feed back.

PEACE AND POWER,

Lynn

Shall be calling you soon as to future plans

November 11, 1968

INVOICE

TO: Center For Urban Ethics
55 Elizabeth Street
Hartford, Connecticut 06105

Atth: Mr. Robert Batchelder, Director

Re: Economic Development Workshop - Hartford, Connecticut 10/18-20/68

One (1) Trainer @ $75.00 per day for two days (Mr. Henry G. Smith, Jr.)	$150.00
One (1) Trainer @ $75.00 per day for one (1) day (Mr. Bertram Lee)	75.00
Travel Expenses - (Avis Rent-A-Car)	69.70
Tolls	4.20
Total	$298.90

cc; Mr. Lynn McDowell

49

PARTICIPANTS

SELF AWARENESS & COMMUNITY DEVELOPMENT - March 3, 1968

John Banks
67 Russell St.
Hartford, Conn. 06120
203-527-2595

Organization: C-12 South Arsenal Neighborhood Council
203-522-3265

Robert Batchelder
92 Sherman St.
Hartford, Conn. 06105
203-233-3225

Organization: Center for Urban Ethics
203-232-4451

Collin Bennett
16 Tower Ave.
Hartford, Conn.

Organization: Community Renewal Team

Thomas R. Bodine
5 Haynes St.
Hartford, Conn 06103

203-522-1772

Organization: Community Renewal Team Lay Chairman

Annette Carter
39-E Dutch Point Lane
Hartford, Conn. 06106
203-247-4421

Organization; Chair of Charter Oak Sheldon, C 12 member
203-527-4256

Joe Duffey
175 Ridgefield St.
Hartford, Conn 06112
203-522-4068

Organization: Centre for Urban Ethics
203-232-4451

Rafaela Gaffney
165 Ashly St.
Hartford, Conn.

Organization: CRT representive

Spiver Gorden
Staff

David L. Holmes
6 Partridge Lane
Bloomfield, Conn
203-242-0618

Organization: Community Renewal Team of Greater Hartford
203-525-8236

Catherine H. Jenkins
418 Spring St.
Manchester, Conn. 06040
203-649-7178

Organization: Community Renewal Ream, Afro-American Social Club
522-6422

Muriel Johnson
10 Magnolia St.
Hartford, Conn. 06120
203-525-8770

Organization: Headstart, C-12 Welfare Mother
203-522-1163

Frank Lugovina
227 Brown Pl.
Bronx, N.Y.
665-8677

Organization: CEP

Joseph F. Lenihan
115 Maplewood Ave.
West Hartford, Conn. 06119
203-236-3017

Organiztion: Southern New England Telephone Co.
203-247-9221

Ida A. McKenney
148B Stonington St.
Hartford, Conn. 06106
525-3796 (203)

Organization; C-12 Board of Director of CRT
525-8236

Jon O. Newman
20 Brookside Blvd.
West Hartford, Conn.

Organiztion: Community Renewal Team

Morris L. O'Neill
202 Terry Rd.
Hartford, Conn.

Samuel Russell, Jr.
49 Russell St.
PO Box 994
Hartford, Conn.
203-522-0695

Organization: South Arsenal
203-522-3266

Mrs. Catherine J. Percy
66 Hampton
Hartford, Conn. 06120
203-522-2547

Organization: Stru Village Civic
203-525-8236

George J. Ritter
248 Whitney St.
Hartford, Conn
203-JA3-1428

Organization: CRT, Hartfor City Council

Maria Sanchez
92 Williams St.
Hartford, Conn. r 06120
203-522-3750

Organization: C-12 Clay Hill (Spanish American Ass.)

Jacqueline Shaffer
102 Charlotte St.
Hartford, Conn. 06112
203-527-0876

Organization: CRT - Garden Area Neighborhood Council
203-525-5666

Elbert n. Suett
26 Ellis St.
Hartford, Conn.
AD6-3784
Organization: CRT - 'D' Charter Oak - COT

Stewart Shaw
21 Denison St.
Hartford, Conn. 06103
203-233-4224

Organization: CRT - South Green Multi-Score Center
203-278-3440

Hank Smith
Staff

Herbert Smith
75 Simpson St.
Hartford, Conn.
203-522-8131

Organization: Inner City Exchange

Edward E. Wooden
2516 Main
Hartford, Conn
247-6434

Northeast Neighborhood Council
522-6422

Jacqueline Shaffer
102 Charlotte St.
Hartford, Conn. 06112
203-527-0876

Organization: Garden Area Neighborhood Council
203-525-5666

Edward Goode
90 Catherine St.
Hartford, Conn. 06106
203-525-2549

Organization: Greater Hartford Council of Churches
203-246-6838

Bob Batchelcer
92 Shaerman St.
Hartford, Conn 06105
203-233-3225

Organization: CUE
232-4451

Paul J. Johnson
20 Stockade Circle
Wethersfield, Conn.
203-529-4425

Organization: SNET Co.
203-247-9221

John M. K. Davis
Bishop Lane
Avon, Conn. 06001
677-0378

Organization: Greater Hartford Chamber of Commerce

Maria Sanchez
92 Williams
Hartford, Conn. 06120
203-522-3750

Organization: CRT
522-8236

Ida A. McKenney
148B Stonington St.
Hartford, Conn. 06106
525-3796

Organization: CRT
525-8236

Jack Dollard
15 Woodchuck Hill Road
West Simsbury, Conn.
658-7894

Organization: South Arsenal Neighborhood Development Corp.

George Washington
279 Cotswald St.
Hartford, Conn. 06010
236-3775

Organization: Charter Oak Terrace Council

H. Lynn McDowell
55 Elizabeth St.
Hartford, Conn. 06105
203-232-4451

Organization: CUE
203-232-4451

Lennie Edwards
109 Clark St.
Hartford, Conn. 06120
522-8345

Organization: State Dept. of Community Affairs
524-8345

Anna Santiago
43 Ellis St.
Hartford, Conn. 06106
203-232-0904

Johnnie A. Hogan
65 Victory St.
Hartford, Conn. 06106
203-236-4628

Catherine Jenkins
418 Spring St.
Manchester, Conn. 06040
649-7178

Organization: Community Renewal Team of Greater Hartford Inc.
522-6422

Arethea E. Randolph
49 Sanford St.
Hartford, Conn. 06120
527887

Organization: CRT
525-2673

Rev. Cyril C. Burke
138 Palm St.
Hartford, Conn. 06112
203-242-4896

Organization: Episcopal Church, CRT
203-522-7761

Wilber Smith
196 Palm St.
Hartford, Conn. 06112
203-243-0067

Organization: Community Renewal Team of Greater Hartfor
203-525-8236

Carmen Santiago
43 Ellis St.
Hartford, Conn. 06112
232-0904 (203)

Organization: Community Renewal Team of Greater Hartford
278-3420

Robert Litchfield
63 Russell St.
Hartford, Conn. 06120
522-3266

Organization: SAND

Juan Fuentes
36F Dutch Point Lane
Hartford, Conn. 06106
203-278-3189

Organization: Labor (Building Service Employees International Union)
203-247-6890

Samuel Russell
49 Russell St.
Hartford, Conn. 06120

Organization: South Arsenal
203-522-3266

B. Kenneay
26 Hartland St.
Hartford, Conn. 06112
203-243-0005

Organization: Greater Hartford Council Churches

Robert E. Davis
80 Greenfield St.
Hartford, Conn. 06112
203-522-5701
Organization: Human Relations Commission
203-249-7371

John Banks
67 Russell St.
Hartford, Conn. 06120
203-527-2595

Organization: Hartford Department of Social Services
203-249-7371

Mrs. J. Percy
Hartford, Conn. 06120
203-522-2547

Organization: CRT
203-525-8236

CITIZENSHIP EDUCATION
PROSPECTUS
FOR
COUNTY OR PARISH
SEMINARS

FOR THE STATES OF:

South Carolina, Florida,
Louisiana

SPONSORED BY THE SCHOLARSHIP, EDUCATION AND DEFENSE FUND
FOR RACIAL EQUALITY, INC.

IN CONJUNCTION WITH LOCAL, UNAFFILIATED, AUTONOMOUS COMMUNITY
GROUPS AND CHAPTERS OF NATIONAL CIVIL RIGHTS ORGANIZATIONS

The Problem

In July, 1966, The Scholarship, Education and Defense Fund for Racial Equality, Inc., made its first attempt to train political activists by holding a southern regional week-long conference at Penn Community Center, at Frogmore, South Carolina. Political candidates and/or campaign workers came from the states of Louisiana, Florida, Alabama, Georgia, North Carolina, South Carolina, Mississippi and Maryland.

The objectives were:

1. To develop a practical understanding of the functions of state, county and city governmental offices.
2. To introduce participants to the structure, policies, platforms and personalities of American political parties.
3. To develop skills in the "ways and means" of effective political campaigning.

The workshop was a success. Participants asked us to hold follow-up state conferences. During the months of October, November and December, 1966, we held state conferences in Florida, South Carolina and Louisiana. At these meetings, we were asked over and over again to hold county sessions. Local groups offered to help. We accepted the challenge.

Workshops at the county level will generally follow the same format as the state meetings, but emphasis will be placed on how to get political strength in my county government. Persons who are newcomers to the American political arena must be trained to effectively utilize the ballot to secure and protect their rights to "life, liberty and the pursuit of happiness." Even the old political activists must polish their skills to be effective in the system of politics. Emphasis will be on solving the specific concrete problems of each county.

Recruitment of Participants

In each county, SEDFRE staff members Spiver Gordon, James T. McCain, Frank Robinson, and Emerson Brown will work in conjunction with local organizations in recruiting citizen-leaders at the county level who are interested in becoming involved in community affairs. The trainees will be introduced to the techniques and methods of political organization. The participants will come from all classes and will represent all levels - professionals, lay and youth. They will discuss local issues and their relation to political power and organization.

Involvement of Local Organizations in Sponsoring County Workshops

SEDFRE will require local organizations to do the following things in co-sponsoring the Citizenship Education Seminars:

1. To provide a meeting place, noon meals and travel expenses for local participants.

2. To assist in the recruiting of trainees.

3. To provide local resource persons and discussion leaders.

4. To participate in drafting the agenda tailored to their local needs.

5. To provide audio-visual aid equipment.

6. To agree to do follow-up to the seminars.

7. To purchase clerical items like pencils, pads, and similar essentials.

SEDFRE will provide:

1. Staff consultation with co-sponsoring organizations.

2. Materials published by SEDFRE and other national organizations

3. Assistance in recruiting trainees

4. Resource persons from state and national organizations involved in political action.

5. Films which can be used for discussion and instruction.

EXAMPLE OF A WORKSHOP AGENDA

8:00 - 9:00 Registration of Participants
9:00 - 10:00 General Assembly

Introduction of resource persons and participants

Statement of Purpose

FILM: *The Negro and the South* - Explores the meaning of the term " southern way of life to the South's 43 million whites and 11 million Negroes. Interviews Negro and white citizens, and observes segregated schools in the South. Participants will view film and then discuss.

WORKSHOPS

10:00 - 11:00
11:00 - 12:00 Two groups will alternate in attending two workshops which will run simultaneously.

#1 VOTER REGISTRATION AND EDUCATION DRIVES

A. Participants will be given an opportunity to tell their problems and their experiences in solving them.

B. Areas where we can win offices, and kinds of offices we can win.

C. The emphasis of organizing Voter Registration Drives and Education Classes will be a block, precinct, ward and county (parish) level.

D. How to combat fear, apathy and ignorance by the use of education classes.

E. How to conduct Voter Education Classes

F. How to use Voting Machines and mark ballots.

G. Mock elections, role playing.

#2 SETTING UP A POLITICAL ORGANIZATION ON A COUNTY LEVEL

A. Organizing the Blocks, Precincts, Wards and County
B. Choosing leaders, and outlining duties.
C. Finding problems, setting up timetables to solve them.
D. Stimulating interest with live year-round programs.
E. Making assignments and tasks
F. Naming committees and responsibilities

12:00 - 1:00 LUNCH

WORKSHOPS

1:00 - 2:30
2:30 - 4:00 #1 HOW TO GET OUT THE VOTE

A. Organization, blocks, precincts, wards, and county
B. Good candidates
C. Sound and Interesting programs
D. Co-operation with other groups
E. Canvassing, telephoning, door to door contact.
F. Public meeting, leafletting.
G. Finances, transportation.
H. Regular meetings

#2 POLITICAL STRUCTURE

A. County, wards, precinct committees
B. Election laws, governing county government.
C. Evaluation of county political power structure
D. Democratic committeemen and committeewomen
  1. Duties 2. Election 3. How it affects county, ward, and precinct levels of government
E. County Commissioners
  1. Duties 2. Term of office 3. How to qualify 4. Areas represented

WORKSHOPS

4:00 - 5:00
5:00 - 6:00 #1 YEAR-ROUND POLITICAL ORGANIZATIONS

A. How to organize for a year-round program.

B. Active only at election time or year-round.
C. Deal with community problems
D. Participants should give suggestions on how to maintain such organizations.

#2 MAKING PLANS FOR THE FUTURE

A. Where do we go from here?
B. Participants will be given opportunity to discuss and arrive at answers to their problems.
C. New techniques in reaching the masses.
D. How to reach middle-class, Preachers, teachers

6:00 - 8:00 EVALUATION SESSION

Selection of Parishes or Counties (schedule is attached)

The criteria for selecting areas will be based on the potential to achieve meaningful and effective use of the ballot and political action. Priority will be based on the possibilities of:

1. Negro-white liberal coalitions
2. Negro voting majority
3. Feasibility of developing a balance of political power

Materials

The primary source of information for the workshops will be our own manual "Political Strength - How to Get It". We shall also utilize materials from the AFL-CIO COMMITTEE ON POLITICAL EDUCATION (COPE) which will include an election claendar and similar items. Information booklets on governmental structure, and local election laws will be obtained from the Secretary of State, and from the Southern Regional Council. We shall ask other groups to assist us in sponsoring the seminars. We shall utilize the resources of the League of Women Voters, and similar political action groups.

Faculty

In addition to the resource persons provided by local organizations, SEDFRE will periodically seek the aid of political organizers. Among those previously used by SEDFRE and committed to

MODEL NEIGHBORHOOD ADVISOR
HARTFORD CITY DEMONSTRATION AGENCY
1231 MAIN STREET
HARTFORD, CONNECTICUT
JUNE 8, 1968

W.D. TOOLE M.N.A.

TO MEMBERS AND ADVISORS OF C12:

The attachments to this letter contain:

1. Recommendations for Changes to Draft Work Program and Budget Submitted (by Administration) to ICDA on June 5, 1968.
2. A Draft Work Program for the neighborhood corporation that would be included in the contract between the City and the corporation (which we have designated as "Corporation C12" only because no other name has been chosen to our knowledge).
3. A Budget for that corporation in the amount of $100,000 because that is the amount needed, because that was the general intent of C12 and the ICDA, and, importantly, because no Letter to Proceed exists which subtracts the MNA contract costs from the Federal Planning Grant.

The recommendations are based on the MNA's knowledge of C12's needs and wants, inadequate as it may be at times; knowledge of planning, the model cities program and general urban problems; results of efforts of Responders who have been working in the area; and the results of the hurried, complex and statistically unproven questionnaire survey which was responded to, as of 12:00 noon, Saturday, June 8, by the following:

P. Roach
Maria C. Sanchez
Father Tartaglia
Douglas Beals
James Watt
Stew Shaw
Edwqrd C. Goode
Mr. Beeker
Paul Lewis
Annette Carter
Juan Fuentes
Al Adams
John Banks
James Majorian
Mr. Jackson
Raleigh Lewis

L.G. Frazier
Collette Maffucci
Rosa Rivera
Mr. Morris
Ida McKenney
Jesus Miranda
Gilberto Camacho
Arthur A. Allen
Maria E. Jimenez
Guillermo Aillon
Richard Rosenholtz
Arthur Alston
Sam Lipken
Bernard Krutt
Abraham Rose
James Frazier

Drafting of a contract work program for the corporation was used as it related directly to the format of the work program presented by Mr. Cohen.

Staff and consultants are not named and the corporation could possibly have to July 1 to do so, if HUD will accept this approach. If not, it is urgent to deal with this problem as the MNA has previously mentioned.

Since the recent ICDA meeting, some things have changed. On Friday, Jay Goldman of HUD agreed to begin review of a work program, before final approval of the ICDA and the City Council, because it appears that a majority of Council members will be in Chicago at a Mayor's Conference from Wednesday, June 12 to Sunday, June 16. Since we cannot wait, the NMA will meet with Mr. Cohen on Monday, June 10, with the hope that a Work Program can be developed for submittal to HUD on Tuesday and that C12 can review on Monday. It must be emphasized that HUD cannot approve the Work Program without CDA and Council approval.

It is important that you attend the meeting on Monday for the purpose of reviewing this program and the work of Mr. Schulman on the Neighborhood Corporation.

Sincerely,

William D. Toole
Model Neighborhood Advisor

MODEL NEIGHBORHOOD ADVISOR
HARTFORD CITY DEMONSTRATION AGENCY
1231 MAIN STREET
HARTFORD, CONNECTICUT 06103
JUNE 8, 1968 W.D. TOOLE M.N.A.

DRAFT WORK PROGRAM

CDA Contract with Neighborhood Corporation

I. General Scope of Services

The corporation shall, in a satisfactory and proper manner as determined by the CDA, perform the following services:

a. With staff and consultants provide technical advice, assistance, information with regard to programs; work with Model Nieghborhood citizens and citizens' groups, whether incorporated or not, to continually review and revise the Work Program, Administrative Structure and Citizen Participation recommendations of the City Administration and the TAC prior to their presentation to the ICDA; and, based on the review and revision of the Work Program, Administrative Structure and Citizen Participation recommendations, prepare and present proposals to the ICDA and The City Administration prior to and after the creation of the permanent CDA.

b. Assist Model Neighborhood citizens and citizens' groups in formulating, preparing and presenting proposals, including proposals relating to CDA and Neighborhood Corporation election procedures and implementation thereof, such proposals to be consistent with the provisions of Title I of the Demonstration Cities and Metropolitan Development Act of 1966.

c. Produce all or any part of the plans set forth as requirements in CDA Letter 1 which, to the best of the corporation's knowledge fairly represent the ideas, plans or proposals of the citizens or citizens' groups in the Model Neighborhoods.

d. Make recommendations to the CDA to obtain for citizens and citizens' groups whether incorporated or not, public and/or private funding, staffing or assistance directly through the CDA or through any source pertinent for any of the ideas, plans or proposals developed pursuant to this contract and make reasonable efforts to obtain same, and, further, shall not be precluded from assisting in carrying out ideas, plans or proposals prior to the formal execution period of the Model Cities Program.

e. Subcontract with other neighborhood corporations in the model neighborhood as provided for in the attached budget and in Part II of this Draft Work Program.

f. With consultant assistance provide training to resident members of the CDA, Corporation Directors and resident corporation staff which will enable them to understand and effectively serve area residents in furtherance of this contract, the model cities program and the needs, desires, priorities and goals of area residents.

g. Assist area residents in the development and use of existing and new forms of communication among residents of the area and between these people and residents of the larger community.

h. Hire staff and consultants sufficient to carry out the duties of the corporation as is consistent with the Planning Grant Contract and the approved Work Program.

i. Have staff and/or consultants serve on any technical advisory committee or other technical committee as may be created by the CDA.

j. Provide the equipment, furniture, office space, machines, utilities, phones and all other supplies required for the performance of its duties.

II Specific Work Program Work - Staff

Within limitations of time and developing priorities, the staff (s) shall review proposals of others, recommend and study, evaluate or carry out, as appropriate the following:

a. Survey and statements of needs and desires of residents relating to:

- Goals
- Priorities
- Programs

b. Review and recommend procedures for obtaining necessary additional data that is suggested for collection by the family survey method.

c. Prepare statement on causes of problems based upon analysis of problem developed by CDA.

d. Prepare statement on organization, allocation of resources, laws, regulations and existing and new programs necessary to meet agreed upon goals.

e. Review and prepare statement on evaluation plans and systems recommended by the CDA.

f. With special emphasis on the 1st Year Plan, undertake the following:

1. Education Programs

    - Review and prepare statement on expansion or reduction in Project Concern.

    - Review all plans for short and long range school construction and rehabilitation and prepare state of recommendations with emphasis on better schools and education.

- Prepare general statement and/or plan for development of training program for area residents on area problems, leadership and means of problem solution. Such training shall be intended largely for sub-professional full time staffing of action efforts in the area.

- Prepare statement of recommendations on day care and Head Start type programs.

- Develop ideas of broad programs of communication using existing and new radio, TV, and newspaper facilities which will provide direct service to area residents, training for residents in use and management of these facilities and a platform for residents in seeking their own solutions to their own problems.

2. Health Programs

- Recommend programs for treatment and rehabilitation of adicts, vagrants and alcoholics.

- Prepare statement or recommendations for neighborhood Health Centers.

3. Housing Programs

- Study feasibility and methods of improving public housing projects through private sale to residents, rehabilitation, conversion, etc.

- Develop recommendations for acheiving open occupancy

- Assist in development of neighborhood planned, owned and operated housing and housing cooperatives.

- Study and develop plans for improved housing court actions and rent control.

4. INCOME AND SOCIAL SERVICES

- Study Social service delivery systems and role of neighborhood corporation including methods of unified services, neighborhood multi-service centers, criteria of recipient selection, record keeping, communication and funding.

- Study methods of and validity of development of a guaranteed annual wage or other new approaches to welfare assistance.

- Recommend improvements in all areas of social need and service including poverty program, counselling, senior citizen and child services, veterans services, crime prevention, credit assistance, homemaker training, legal services, citizens complaints, and information referral and outreach services.

5. EMPLOYMENT AND ECONOMIC DEVELOPMENT

- Work with concentrated employment program (CEP) to evaluate it, improve it and expand it as necessary, to improve employment programs.

-Study and recommend means to broaden training programs and jobs for youth under 21.

-Develop programs to realistically assist in creation of resident owned, managed and staffed enterprises.

6. CRIME AND DELINQUENCY PROGRAMS

-Develop recommendations for involving the police more broadly in neighborhood activities.

-Develop recommendations for improving police-community relations.

-Study methods to reduce restrictions on hiring youth offenders and parollees.

7. TRANSPORTATION PROGRAMS

-Recommend program efforts in order to achieve lower cost and effective public transportation.

8. PHYSICAL IMPROVEMENTS

-Review CDA recommendations for clearance and renewal efforts including housing rehabilitation and relocation.

-Review and prepare statement on planning for integrated low and middle income housing in Colt Park South.

9. GENERAL

-Study laws and regulations applicable to program and make recommendations for change.

-Review implementation, cost and relocation plans of CDA.

g. Make specific and detailed determination of first year action program and conduct extensive testing of such program in area.

h. Review CDA plans for and make recommendations concerning administrative and citizen involvement structure for carrying out programs.

III. SPECIFIC WORK PROGRAM WORK - CONSULTANTS

a. Assist Corporation in developing ideas on permanent structure of CDA, Corporation and relationship to sub-corporations or other neighborhood corporations.

b. Train resident members and staff of CDA and Corporation Directors which will enable them to understand area problems and programs and effectively serve area residents in furtherance of this contract, the Model Cities program and the needs, desires, goals and priorities of citizens of the area. Prepare plan for expanded training to other citizens.

c. Review education plans of CDA and Corporation staff and make recommendations regarding school policy, integration, construction, rehabilitation, management, staffing and teachers and physical delivery.

d. Advise,and review recommendations of, staff and Corporation regarding health needs and plans.

e. Assist staff in efforts to develop neighbohood planned, owned and operated housing and housing cooperatives for both new and existing housing.

f. Provide guidance to corporation in area of Income and Social Services (see Part II,f.4.).

g. Review and report on progress of CEP program and make recommendations for change. Assist also in development of locally owned and operated business.

h. Advise and assist Corporation and sub-corporations as necessary as problems arise and assist staff in studying and making recommendations for changes in laws and regulations applicable to the program.

9/1/68 - 2/12/69

40

BUDGET FOR "CORPORATION C12"
THE
MODEL NEIGHBORHOOD CORPORATION
JULY 1968 THROUGH JANUARY 1969

1. Corporation Staff Salaries		
a. Executive Director* 7 mos. @ 1300	9100	
b. Administrative Assistant* 7 mos. @ 600	4200	
c. Secretary* 7 mos. @ 435	3045	
d. Neighborhood Responders** 7 mos. @ 540 (max. 4 full time	15120	
		31,465
2. Employee Benefits @10%		3,150
3. Consultant Services		
a. Corporation and CDA Structures	1000	
b. Resident Training	8000	
c. Education	2000	
d. Health	2000	
e. Housing	2000	
f. Income and Social Services	5000	
g. CEP	1000	
h. Legal; laws and regulations	2000	
		23,000
4. Travel		1,000
5. Other Costs		
a. Citizen Participation (based on C12 experiences 7 mos. @ 400)	2800	
b. Sub-Corporation Staff, Consultants and Adm. 4 @ 8000	32000	
c. Library	200	
d. Accountant Services	250	
e. Rent 7 mos. @ 125	875	
f. Telephone 7 mos. @ 100	700	
g. Supplies 7 mos. @ 200	1400	
h. Reproduction 7 mos. @ 200	1400	

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*Key staff to be recruited.

**Hired by and assigned to sub-contract corporations; work with and trained by Corporation C12 staff.

i. Furniture and Equipment	400	
j. Advertising and Public Relations	1000	
k. Postage		
7 mos. @ 50	350	
l. Typewriter rental		
7 mos. @ 30	210	
		41,385
6. **Total Contract**		100,000

MODEL NEIGHBORHOOD ADVISOR
HARTFORD INTERIM CITY DEMONSTRATION AGENCY
JUNE 8, 1968

RECOMMENDATIONS FOR CHANGES TO DRAFT WORK PROGRAM AND BUDGET SUBMITTED TO ICDA
JUNE 5, 1968

These recommendations are based upon responses received to a questionnaire prepared by the MNA to obtain citizen opinion as to goals, priorities, and programs. The recommendations are intended to bring staffing and budget allocations more in line with citizen desires and to facilitate the inclusion of a neighborhood corporation's work program under Item I.G. into the larger Work Program.

All recommendations are identified and arranged according to the itemization of the Draft Program.

Item I.E. Source of funds for MNA Contract remains ambiguous and of concern to the neighborhood people. HUD's position regarding the Contract and its inclusion in the Letter to Proceed or the Work Program budget must be ascertained.

Item I.F. Planning staff adjustments to include Neighborhood Corporation participation.

Item I.G. Planning costs determined in accordance with budget prepared for corporation based on expressed program needs and desires.

Item I.J. Resolve questions as to whether this appointment be as "Administrator" or "Director" and resolve question of appointing authority.

Item II.B. Planning staff should include participation of Neighborhood Corporation.

Item II.C. Same as II. B.

Item II.D. Same as II.B.

Item II.E. Same as II.B.

Item V.B.1.a. Neighborhood people through the proposed Neighborhood Corporation must be intimately involved both in a review function and planning function similar to that of SAND.

Items V.B.1.b.c. and e. Same as V.B.1.a.

Item V.B.2.a. The Neighborhood Corporation should be involved in the study and planning of service delivery to determine both neighborhood needs and a corporation's function in meeting such needs.

Item V.B.2. d. This has a high priority, and the inclusion of neighborhood people in the review and planning is essential to the success of such a program.

Item V.3. The Neighborhood Corporation should be involved in a review and planning funciton in the evaluation, expansion and implementation of the CEP Program.

Items V.4.a and c. The Neighborhood Corporation should have reveiw function in planning for these programs.

Item V.4.f. The Neighborhood people through the corporation should be involved in the planning and outreach of adult education programs.

Item V.C. Consistency of and problems of laws and regulations are of highest priority and the Neighborhood Corporation must play a leading role.

W. D. TOOLE M. N. A.

DRAFT

ORGANIZATION AND STRUCTURE OF HARTFORD CDA
PROBLEMS AND ALTERNATIVES
MNA, MAY 24, 1968

I. Introduction

The purposes of this paper may not be fully met because of the shortage of time, under press of other matters, which may produce some confusion, some misunderstanding, unsequenced presentation and insufficient information. Nevertheless, it should help set a frmaework for future discussions on the problems of Model Cities Administration.

The intent of this report is to document the general history of the creation of the ICDA up to this point, discuss the general philoscphy of citizen participation and "neighborhood people" of "citizen" demands, political, social and legal problems involving CDA and government structure, possible alternatives and some recommendations of the MNA.

II. Brief History of the Hartford Model Cities Program

The Hartford Model Cities Application, prepared with limited citizen involvement because of a shortage of time, was submitted to HUD on May 1, 1968. On November 17, Hartford was chosen as one of the First Round cities by HUD and was requested to answer a "Model Cities Discussion Paper" prior to negotiating a Planning Grant Contract with HUD which would make available $107,000 in that Contract plus $36,000 from CRP funds, all for Model Cities Planning.

In December of 1967, the City Council requested the Administration to meet with citizen groups and necessary public and private agencies in order to answer questions raised in the "Discussion Paper". These questions involved amendments to the planning work program, citizen participation and administration (particularly what would the City Demonstration Agency (CDA) be composed of and how would it function). The Administration proceeded with carrying out the request of the City Council while at the came time the so-called Council of 12 (C12) was formed by the Neighborhood Councils in the four model area neighborhoods of Clay Hill, South Arsenal, Sheldon-Charter Oak, and South Green (to date, C12 can be considered as having necessary community support as those citizens best representing the model neighborhood residents in the program).

On January 22, 1968 the City Council,by resolution, designated itself as the Temporary (Interim) City Demonstration Agency (ICDA) and the Administration submitted a 100 page report of its activities.

On January 24, 1968 the ICDA ostensibly appointed W.D. Toole as its Direcotr (who acted in that capacity until April 17, 1968).

In late February, following receipt of a "Letter to Proceed" form HUD which authorized certain ependitures of the ICDA for later reimbursement under the Planning Grant Contract, four citizens supported by the Chamber of Commerce, filed in court a request for a temporary injunction to halt expenditures under the "Letter" on two grounds. First, the City Council could not name an agency by resolution and, secondly, said agency, regardless of how established, did not have the right to appoint a Director, only the City Manager would do that. The City Manager agreed with the intent of the suit and refused (until May 1, 1968) to release funds for any purpose to the ICDA.

In early March, the City Council by ordinance created a new Interim City Demonstration Agency (still ICDA), the membership consisting of the nine members of Council, C12, the President of the Board of Education, and the Chairman of the Chamber of Commerce. Following this, the suit was amended to delete consideration of action by resolution and to add prohibitions against anyone giving back pay to W.D. Toole and his assistant, Miss Roberta E. Aber.

Facing an apparent, but real, dilemma because of this action, agreement was reached after weeks of discussion that the City, acting for the ICDA, would negotiated a contract for 90-day services of W.D. Toole as a Model Neighborhood Advisor to serve as the principal vehicle for getting citizen input into necessary changes in the Work Program and to work on the development of and election to a new and permanent CDA. The Administration would temporarily staff the ICDA until a new CDA was formed and would proceed to move the program ahead. The MNA contract, begun on May 1, and other actions of the ICDA have not yet been concurred with by HUD, in spiteof promises to the contrary.

In recent weeks, the MNA has persisted in his belief that election procedures could not be worked upon until some idea of function and structure was agreed upon and that the pending court case precludes dealing with either matter until resolved legally or administratively. Recognizing this, the ICDA voted to request the Corporation Counsel to resolve the issues in that case and informally agreed with the suggestion of the MNA that a Legal Advisory Committee be established to attempt th analize alternatives possible in function and structure. This Committee consists of the attorney representing the four plaintiffs in the court action, the attorney for C12, the Corporation Counsel, the MNA and the Administrator of the ICDA.

This paper is intended primarily to help in the work of that Committee.

III. Permanent CDA-- Goals, Problems and Questions, Alternatives and Recommendations

A. Goals

The MNA assumes that the basic goals of the ICDA in dealing with the issues presented here may be the following:

1. Get and keep the Model Cities Program moving ahead.
2. Attempt to arrive at a reasonably acceptable way in which people may have a strong say about their own future.
3. Make every effort to understand and responsibly deal with the inherent demands of the poor and the minority citizen and provide vehicles for:
    a. the positive fulfillment of rational demand (although there is, to be sure, disagreement as to what is rational).

b. the positive rechannelization of irrational demand.
c. the early solution to the many urban problems which exist and are growing.

B. Major Functional and/or Structural Considerations, Problems and Questions, Alternatives and Recommendations to Date

The following, including Part C, will illustrate agreed upon, recommended or understood structures and all questions posed will be capitalized for easy reference. The four alternate structures shown by the Administration in its report of January 22 are not included since they do not represent any authoritative or recommended alternative.

1. The C12 Organizational Proposal of January, 1968 is included on the following page and fairly represents their past and present concern for direct neighborhood planning (not yet conceptualized for action). This also visualized majority control over the CDA, the City Manager's coordinative role, the last say of the City Council and the equality of the Director with the Neighborhood Coordinator. It assumed that the CDA could appoint its own staff.

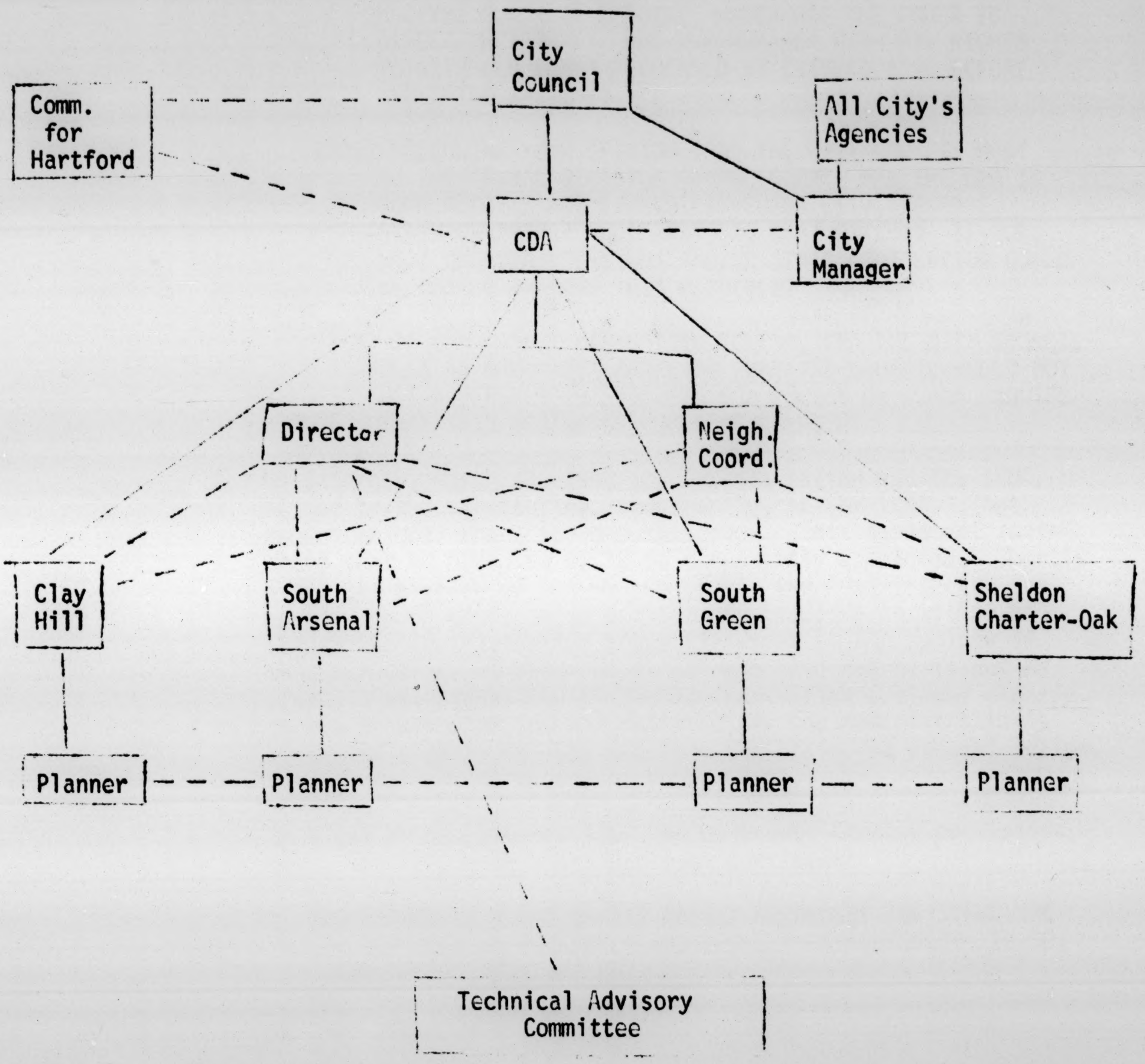
   This is presented solely to document the early position of C12 and their constituents and their understanding, at that time, of legal rights.

2. On January 22, Mr. Nataleno Coco, Assistant Corporation Counsel issued an interdepartmental memo in response to questions of Mr. George Dowaliby, Special Assistant to the City Manager, regarding legal questions on functions and structure of any CDA. The Corporation Counsel, Mr. John Fitzgerald, still attests to the validity of these answers and further has reiterated his belief that the City Council has the right to appoint a Director to the CDA; this is contrary to the position taken in the pending court action. Reviewing that memorandum in light of need for a present clearer understanding of alternatives and facts, the following additional questions arise (they are numbered to relate to numbers in that memo).

   (1) SINCE THE ANSWER TO THE QUESTION APPARENTLY RELATES TO FEDERAL LAW ONLY, ARE THERE PROHIBITIONS TO THE CITY COUNCIL DESIGNATING ANY KIND OF CDA MEMBERSHIP OR PROCESSES IN CREATING THAT MEMBERSHIP WITHIN STATE OR LOCAL LAW?

   (3) The Manager has recognized the inherent schizophrenia in serving the City Council in two capacities in his memo to Council of February 22 when he suggests that perhaps the Council should not sit officially on the CDA. IS THE CDA LEGALLY UNDER HIS JURISDICTION? TO

C-12 ORGANIZATIONAL PROPOSAL, JANUARY 1968


City Council
Comm. for Hartford
All City's Agencies
CDA
City Manager
Director
Neigh. Coord.
Clay Hill
South Arsenal
South Green
Sheldon Charter-Oak
Planner
Planner
Planner
Planner
Technical Advisory Committee

WHAT EXTENT? DEPENDING UPON THE ANSWERS TO THE ABOVE QUESTIONS, IF EITHER THE MANAGER OR THE CDA HAS THE POWER TO APPOINT, WHICH HAS THE POWER TO DIRECT THE STAFF? WAS THE MANAGER WITH HIS RIGHTS TO WITHHOLD FUNDS ALLOCATED BY CITY COUNCIL BEFORE AND AFTER APRIL 1?

(10a) FOLLOWING YOUR OPINION THAT THE CITY COUNCIL MUST BE THE "FINAL DECISION MAKING BODY", MAY THE CDA IN FORM RECEIVE AND EXPEND EITHER/OR CITY, FEDERAL, STATE OR PRIVATE DOLLARS? TO WHAT EXTENT? IF NOT, WHAT CHARTER REVISIONS AND/OR STATE LEGISLATION COULD BE PASSED TO MAKE THIS POSSIBLE?

(10b) IF CDA CANNOT HAVE "VETO POWER", CNA THE CITY COUNCIL PASS AN ORDINANCE AGREEING THAT THE COUNCIL WOULD NOT ACT ADVERSELY TO SPECIFIC CDA POLICY OR PLANS KNOWING THAT THIS ORDINANCE COULD BE CHANGED?

3. On Saturday, March 23, 1968 the Administration and the ICDA agreed to the structuring, temporarily, of the ICDA. That organizational chart follows this page. This agreement indicates that no Director would be temporarily appointed. Shortly after the signing of the MNA Contract, the Administrator prepared a rough draft of an outline of structure as wither he and/or the Administration presently views it (my apology if this structure, as shown on an accompanying chart, is not an accurate representation of the Administration's views; clearly it represents what the MNA believes are the Administration's views and clearly it does not form the basis for present action. It also relates to questions asked above.)

In light of the present law, MNA Contract, Charter provisions, etc., the following questions seem pertinent:

a. DO EITHER OF THESE CHARTS FAIRLY REPRESENT THE STRUCTURE OF THE ICDA AS PRESENTLY AND LEGALLY ESTABLISHED? IF SO, WHY, AND IF NOT, WHY NOT?

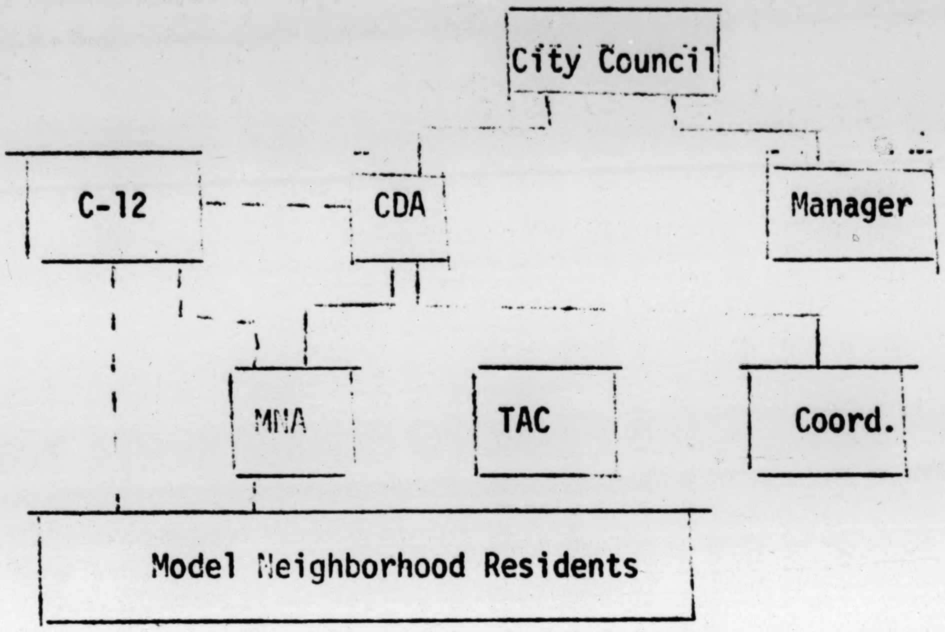
b. WHO DOES THE MNA WORK FOR?

c. DOES THE COORDINATOR WORK FOR OR STAFF THE ICDA,OR DOES THE ICDA ADVISE THE COORDINATOR AND IS THEREBY ADVISORY AT THE MOST?

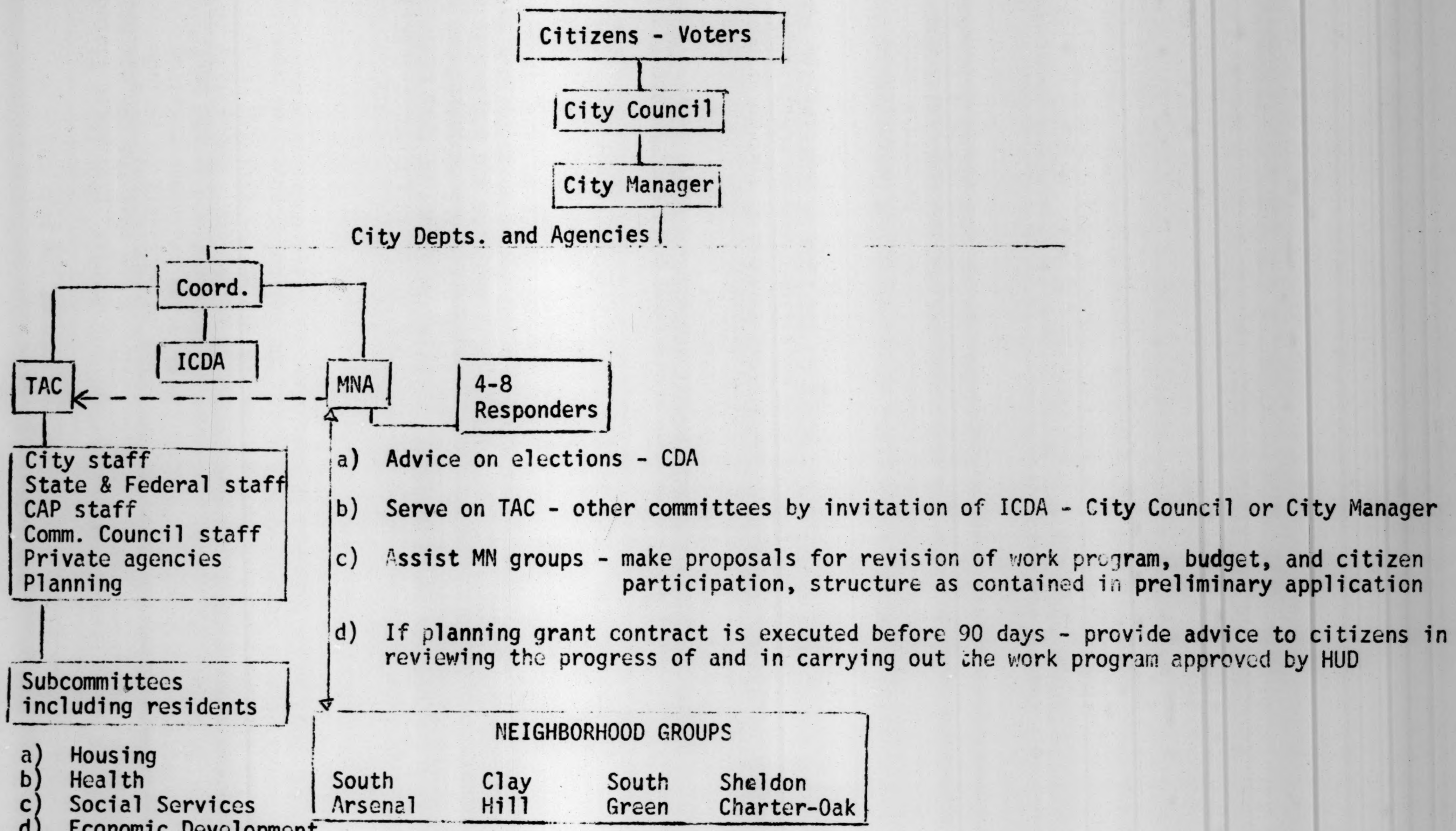
d. ARE EITHER OF THESE CHARTS FAIRLY REPRESENTATIVE OF WHAT IS LEGAL OR WHAT COULD BE MADE LEGAL BY RESOLUTION OR ORDINANCE? IF SO, HOW AND TO WHAT EXTENT?

These questions are not being asked in order to create conflict, but rater to determine where the ICDA is now and, perhaps, where it might go legally considering past actions and understandings.

TEMPORARY ORGANIZATIONAL CONCEPT AGREED TO MARCH 23, 1968


City Council
C-12
CDA
Manager
MNA
TAC
Coord.
Model Neighborhood Residents

PRESENT MODEL CITIES STRUCTURE (RE: E. COHEN - May, 1968)


Citizens - Voters
City Council
City Manager
City Depts. and Agencies
Coord.
ICDA
TAC
MNA
4-8
Responders
City staff
State & Federal staff
CAP staff
Comm. Council staff
Private agencies
Planning
Subcommittees
including residents
NEIGHBORHOOD GROUPS
South Arsenal
Clay Hill
South Green
Sheldon Charter-Oak

a) Advice on elections - CDA

b) Serve on TAC - other committees by invitation of ICDA - City Council or City Manager

c) Assist MN groups - make proposals for revision of work program, budget, and citizen participation, structure as contained in preliminary application

d) If planning grant contract is executed before 90 days - provide advice to citizens in reviewing the progress of and in carrying out the work program approved by HUD

a) Housing
b) Health
c) Social Services
d) Economic Development
e) Labor
f) Renewal
g) Planning
h) Education
i) Crime & delinquency
j) Private agencies
k) Welfare

C. Questions, Analysis and Recommendations of the MNA

It is hoped that previous questions and answers, plus those listed above, may shed light on what the ICDA is and what the CDA can be. Further, it may be either advantageous or necessary to include election requirements and conditions in any ordinance creating a CDA should the election process still be defined as the best known vehicle to obtain representation on the CDA. Regardless of the structure or functions of the CDA and not considering recommendations of the MNA until later, the following questions seem of value to be answered at this time.

1. Questions

a. ARE THERE ANY KNOWN PROHIBITIONS TO THE INCLUSION OF ELECTION CRITERIA IN AN ORDINANCE CREATING AN AGENCY OF THIS CITY GOVERNMENT? IS RECALL OF ELECTED OFFICIALS POSSIBLE? One structure and ordinance fully approved and adopted is that of Cambridge, Massachusetts, a summary of which follows this page. TO WHAT EXTENT WOULD THAT ORDINANCE BE LEGAL IF ADOPTED BY THE CITY OF HARTFORD?

b. CAN PERSONS UNDER 21 VOTE AND BE ELECTED TO ANY CDA?

c. At the present time SAND would like to be a corporate developer in the South Arsenal renewal project and could receive funds for its work from the Department of Community Affairs.

   (1) ARE THERE ANY PROHIBITIONS TO SAND OR SIMILAR NEIGHBORHOOD CORPORATION FROM RECEIVING PLANNING MONEY, CITY FUNDS, EXECUTION MONEY IN THE FORM OF SUPPLEMENTAL FUNDS UNDER THE MODEL CITIES PROGRAM?

   (2) Limitations to scope of operations of Neighborhood Corporations are essential (as will be pointe out). THIS BEING THE CASE, WHAT ARE THE MAXIMUM LIMITS NOW PLACED ON THE LEGAL OPERATION OR FUND USE OF A NEIGHBORHOOD CORPORATION?

d. WHAT IS THE LEGAL RELATIONSHIP, OR ADMINISTRATIVE RELATIONSHIP WHICH COULD CAUSE LEGAL PROBLEMS, BETWEEN THE MODEL CITIES PROGRAM AND THE COMMUNITY DEVELOPMENT ACTION PLAN (CDAP)?

e. WHAT IS A LOCAL PUBLIC AGENCY? UNDER WHAT CIRCUMSTANCES COULD "LOCAL PUBLIC AGENCY" POWERS OR RIGHTS BE ASSUMED BY A NEIGHBORHOOD CORPORATION?

f. UNDER PRESENT STATUTES, WHAT WOULD BE A FAIR STATEMENT OF THE RIGHTS, POWERS AND LIMITATIONS OF A NEIGHBORHOOD CORPORATION?

2, MNA Summary Statement on Urban Needs and the Model Cities Program

Perhaps the Model Cities Program is a misnomer, created for the wrong reasons, beset with insoluable administrative and legal restrictions, grossly undersupported, etc. For the purposes of this paper, however, the Model Cities Program exists, apparently has significant support and hopefully can at least move Hartford to a clearer understanding of its urban problems and an earlier resolution of these. Assuming this, the MNA would suggest a different approach to the CDA structure than that previously discussed. This approach relies heavily on the use of the Neighborhood Corporation (NC) as the primary vehicle for planning for and carrying out the needs of area residents while at the same time recognizing the need for self-determination.

The approach suggests the development of a CDA which relies heavily on the NC for planning and action, suggests that the ultimate use and funding of such efforts will take time and much legal and administrative changes, and suggests that this approach can be clarified in the planning period.

In order to summarize in outline form the fustification for this approach and what it may mean, the help and the ideas of others may be utilized (ie. Milton Kotler of the Institute for Policy Studies, Washington D.C.). However, the MNA was responsible for the addition of the following idea into the Springfield, Massachusetts Model Cities Application one year ago:

> "Citizen Participation
> The Model Cities Application contends that citizen participation groups have generally failed and does not plan to rely on existing structures for the most part. The goal is to provide dollars and/or staff directly to area residents to do their own planning for their own specific needs and to assure as much direct control by the residents of the area of model neighborhood planning and action. Specifically, ideas to be explored immediately should be as follows:
> -Creation of a model neighborhood "government" which could direct the affairs of the renewal of the area and its people.
> -Develop a method which will guarantee that the City and the area residents can be held accountable for their actions."

Since that time, many things have occurred in this country in support of the NC concept and the understanding of this might summarized as follows:

-The poor and the minority are a political problem because they are moving with power toward liberty and equality.

-MACE or CEP programs will never suffice to settle the issue of a desire for the freedom of a group to rule its community life.

-Patronage and token effort will not replace freedom.

-A leader of the poor, the Negro, the Puerto Rican or other minority is one who moves his community and cannot be determined by the established legal and political authority.

-Self-rule, perhaps neighborhood self-government is the demand, but this demand only infrequently further demands separation -- a share, finally, in local rule in the issue.

-The wise course suggests the development of an understanding of the desirability of transfer of part of local power for neighborhood self-rule.

-A method for such transfer, possible the best known yet and one already in process in Hartford, is through the establishment and fostering of the concept of "Neighborhood" or "Citizen" Corporations.

More could be said, obviously con as well as pro, about the above approach. The MNA's experience basically supports it. The issue, however, from a practical matter, assuming this is a valid approach, is how does the CDA consider and adopt such and avenue.

The chart which follows, "Possible Future CDA and Neighborhood Coporations", does in itself provoke thought, and many of the previous questions certainly can and must be applied to it. At this point an explanation of the subcorporation seems all that is additionally required. The Subcorporation (SC) could either be single purpose or multipurpose. It could be representative of one need, one demand, one race, one area, etc. Yet a truly representative NC might be necessary to sort out goals, priorities, functions, and dollars based upon a given set of the same established on a larger base.

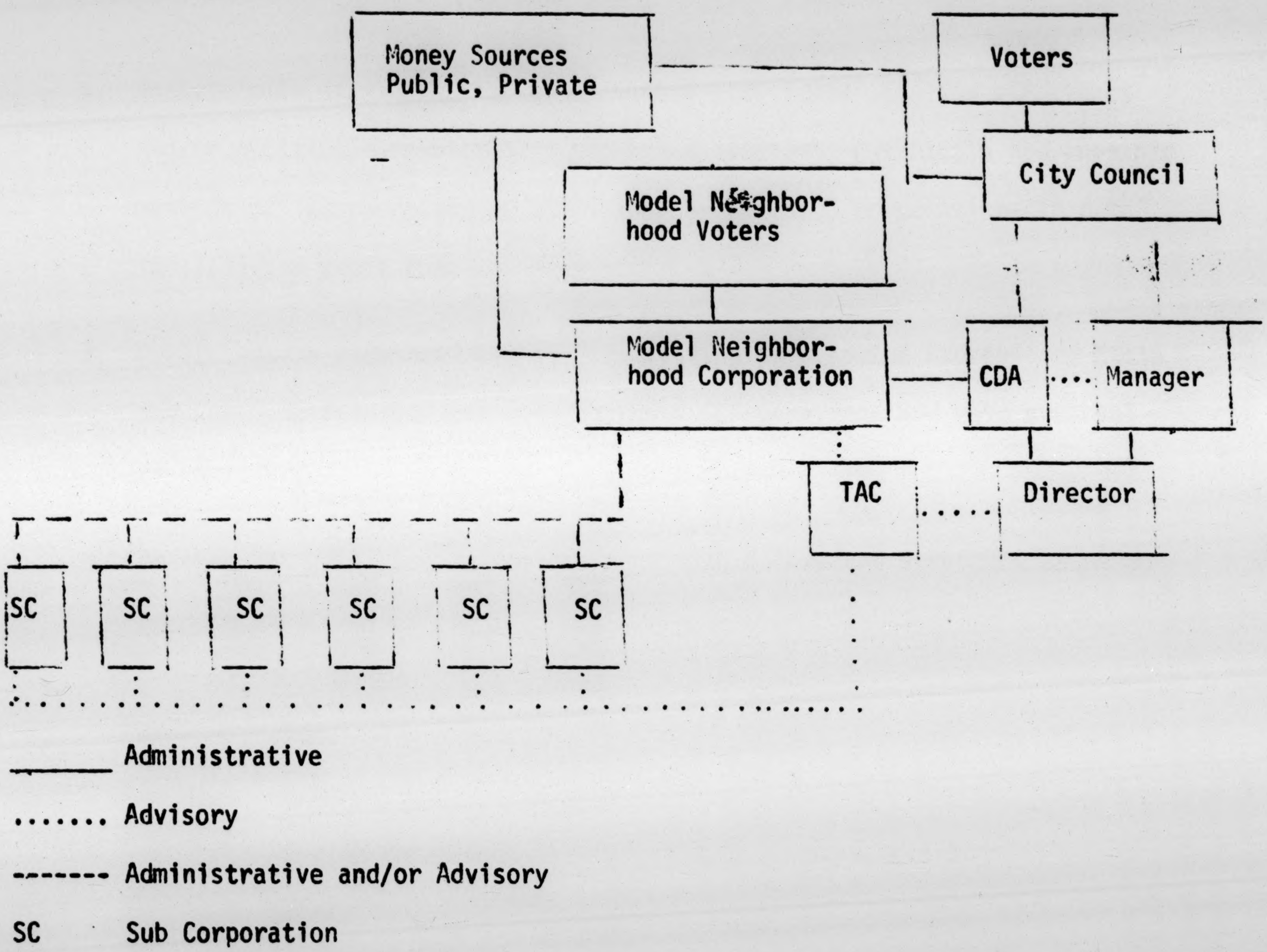
3. In order to further consider the above, please note the following:

   a. Attached is a copy of S1433, a bill establishing funding for NC's now pending in both the House and the Senate where it was introduced by Senator Ribicoff.
   b. A paper entitled "Neighborhood Corporations - Study Guidelines, by the MNA, which suggests need for elaboration of this concept and poses further questions.
   c. A paper by Howard Hollman for and about New Haven and Neighborhood boards which also raises questions of a similar nature.

I trust this paper, concluded in haste, will set some framework for future work on the CDA for Hartford.

William D. Toole, Model Neighborhood Advisor
May 25, 1968

POSSIBLE FUTURE CDA AND NEIGHBORHOOD CORPORATIONS


Money Sources
Public, Private
Voters
City Council
Model Neighborhood Voters
Model Neighborhood Corporation
CDA
Manager
TAC
Director
SC
SC
SC
SC
SC
SC
______ Administrative
.... Advisory
------- Administrative and/or Advisory
SC Sub Corporation

NEIGHBORHOOD CORPORATIONS - Study Guidelines

Hartford NNA - May 23, 1968

1. Analyze role of alternative or different city administration structures and/or political organizations regarding problems, advantages and possible methods of incorporating or utilizing neighborhood corporations in both the long and short run.

2. Review and/or recommend changes in existing or proposed Federal and State and Local legislation re: Neighborhood Corporations and make proposal as necessary.

3. Analyze and make recommendations regarding nature and structure of neighborhood corporations re:
    a. Boundaries
        -Physical
        -Ethnic
        -Social (problems, characteristics, groups, etc.)
    b. Economic
    c. Function, below both as to planning and action
        -Ad hoc (single or special purpose)
        -Total problems (improving and dealing with all pysical, social and economic problems)
    d. Membership by:
        -Election and election processes
        -"Leadership" caucus
        -Appointment
        -Existing structures
        -Representation of existing groups

-Need, desire and /or common problems or goals

e. Accountability

f. Administration, staffing and budget limitations alternatives and recommendations.

4. Study means of funding neighborhood corporations re:

a. Priority system of allocating what will probably continue to be scarce resources as between:

-Different corporations

-Different programs

-Different neighborhoods or boundaries

-Different fund sources

b. Process of funding

-Direct from source

-Indirect through various administration structures

-Relationship of private to public funds

5. Study effect of neighborhood corporation on current means of delivering services and on fund sources. Basic character, continued life, charity structure, staffing, etc. would certainly be changed, perhaps completely.

6. Study possibility of expanding the Neighborhood Corporation concept to resolve planning and development problems, city, regional and statewide.

-Could not "Citizen Corporation" be applied to solving a broad range of problems of people?

-Could not the concept of "returning the country to the people" utilize other vehicles on problem and action efforts such as "town meeting", "referendum", etc.?

SOME KEY ISSUES IN ORGANIZING AND OPERATING NEIGHBORHOOD BOARDS

by Howard W. Hallman
Washington, D.C.

This report is written to assist persons in New Haven, Connecticut who are preparing to organize neighborhood boards under the auspices of Community Progress, Inc. (CPI).

I. Getting ready for neighborhood boards.

Guidelines. The first step is to develop guidelines for the establishment of neighborhood boards. CPI correctly intends to set up an advisory committee for this purpose. This memo suggests some of the questions which the advisory committee must resolve.

Boundaries. How many neighborhood boards will there be? What will be the boundaries of the neighborhoods?

Natural communities will need to be considered, and so will physical features (highways, parks, nonresidential land uses) which define residential areas.

Economy of operations should also be considered. If each neighborhood board requires an executive director, a bookkeeper, and other basic administrative staff, the more boards the greater the amount of New Haven's community action budget that will be assigned to administrative overhead.

There are several alternatives. (1) Each of the *seven* presently defined program areas could have its own neighborhood board. (2) There could be *four* boards, defined along the lines of CPI's administrative districts: Hill-Dwight, Dixwell-Newhallville, Wooster Square-Fair Haven, and West Rock. (3) Since the Hill is the largest neighborhood and will be cut off from Dwight by the new expressway, perhaps it should stand alone. To limit the number of boards to four and to have large enough service areas, Dwight and West Rock could be combined even though they are not contiguous. (4) There could be *five* boards: Wooster Square-Fair Haven, Dixwell-Newhallville, West Rock, the Hill alone, and Dwight combined with the Edgewood area, which tends to be the service of area of the Troup Community School.

Regardless of the decision, boundaries should be demarcated before boards are organized so as to assure full participation of residents from the whole area to be served in the organization of each neighborhood board.

Hearings. Should the advisory committee or the CPI board hold hearings on the guidelines and boundaries? Or otherwise seek public comments?

Planning committees. In each designated area, a planning committee will be needed to develop plans for the formation of a neighborhood board. How should this be set up? Use an existing council or association? Use a CPI neighborhood advisory committee? Use one of these as a nucleus and expand? Or otherwise? There can be variation among the neighborhoods.

The planning committee would then develop a plan of organization, meeting the requirements of the adopted guidelines.

It might be desirable to have a public hearing on the proposed plan for organizing a neighborhood board. This could be done by the CPI board of directors, a panel of that board, or some other body.

It would be possible and probably necessary to stagger the establishment of neighborhood boards in accordance with neighborhood readiness.

Incorporation. Who should be the incorporators? The planning committee? The first governing board?

II. Democratic forms for neighborhood boards.

A neighborhood board should be a democratic institution. This will give neighborhood residents an opportunity to be responsible for their own programs. Having been established by the resident's through a democratic process, the board will have legitimacy and can be recognized as a body which truly represents the neighborhood. To the extent that factions exist in a neighborhood, their competing claims can be settled by the residents through democratic procedures. The public discussion occuring as the neighborhood board is established and its governing group is selected can help to educate residents about the program, to gain their interest and participation, and to learn their views on program content.

One of several democratic forms can be chosen: (1) Direct democracy, as exemplified in the town meeting, whereby every resident participates at an open meeting in the formulation of major policies. (2) Representative democracy whereby an electorate chooses an assembly, council, or board of directors to make policy decisions. (3) Indirect democracy in which established organizations, such as block groups, civic associations, and other organizations, select members of the governing body of the neighborhood board. It is possible to combine (2) and (3).

III. The Governing body.

In all of these forms, a governing body is generally needed to handle certain affairs although in a direct democracy, the "town meeting" retains control of a broad range of policy decisions.

Establishing the governing body. Depending upon the form, a number of questions must be decided in setting up the governing body.

What shall it be called? Council, assembly, board of directors, or what?

Who is eligible to be a member? Any resident? Persons who work in the area? Is there an income qualification for some or all members?

Should there be "reserved" seats, such as for youth, poor people, ethnic groups, or others?

Should all members be elected? Or should some seats be reserved for appointment in order to make the body more broadly representative? If so, who should appoint: public officials, certain organizations, the elected members, etc.? (Note: Section 211 (c) of the Economic Opportunity Act, as amended, and the regulations issued thereunder should be observed; that is, the board must be broadly representative of the neighborhood and must "assure adequate opportunity for membership of elected public officials".)

Should members be elected by districts, at-large, or in ~~combination~~?

Should there be a form of proportional representation in order to assure minority segments of the neighborhood adequate representation? A simplified form of proportional representation is to allow a voter to vote for less than the full number of positions to be filled, such as (a) two out of three in a district election or (b) from eleven to fourteen out of twenty-one in an at-large election. In this way, the majority segment controls the governing body while minority sentiment achieves representation.

Electorate. The principle on one-man, one-vote should be followed in selecting the governing board. This should be the case even if an indirect form of representation is used, for the constituent groups which select governing board members should be required to provide for one-man, one-vote in making their selection. Decisions will need to be made on eligibility to participate in elections.

Residents only or persons who work in the neighborhood? How long a period of residence: one day, thirty days, longer?

What will be the minimum age?

Should there be an income ceiling in order to allow only the poor to vote?

Only persons registered to vote in municipal elections?

Should there be a supplemental or separate registration for the neighborhood board election? Or not at all? If there is registration, who will handle it?

Selection process. The selection process of the governing body will depend upon the form of the neighborhood board.

Will there be nominations in advance? Nominating petitions? How many signatures? Who may sign?

Will there be primaries? Or run-off elections if no one gets a majority vote?

Can there be slates or must each person run individually? Will regular political parties be permitted to enter a slate or will the election be nonpartisan?

Secret ballots or election at open meetings?

Does there need to be information and ballots printed in languages other than English?

IV. Operation of neighborhood boards.

Nature of the neighborhood board. It is necessary to determine the extent to which a neighborhood board will be an operating agency or a coordinating body. This is a microcosm of the same question which faces CPI as a citywide agency. There should be variation among the neighborhoods, depending upon the wish of residents, the potential strength of the neighborhood board, and the existence of other operating agencies in the neighborhood. In all likelihood, a neighborhood board will begin by running a number of program components but later may delegate some of these to other groups.

Program scope. What programs should be turned over to neighborhood boards? Some or all of the CPI-operated programs? CPI-funded programs conducted by delegate agencies? Programs funded by other public and private agencies? To answer these questions, it is necessary to consider which programs can be operated most effectively at a citywide or metropolitan level and which can be handled at a neighborhood level. This question as it relates to manpower programs is considered in a separate memorandum.

V. Funding.

Related to program scope is the question of funding the neighborhood boards.

Initial allocation. Which of the funds controlled by CPI should be turned over to neighborhood boards? CPI operated? Delegate agency operated? Should there be a pool of funds, created by combining several existing budgets? Can a neighborhood board reallocate funds from programs turned over to its jurisdiction? Would this apply to programs currently operated by CPI and by delegate agencies in the neighborhood?

Conditions of Spin-off. When existing programs or funds are transferred to neighborhood boards, certain conditions may need to be established to assure continuity of services to residents and to assure the job rights of existing personnel. Perhaps there should be an appeals or grievance mechanism established. It might be desirable to create a single fringe benefit package in order to gain the advantages of participation by a sizable group. It would probably be desirable to develop, with neighborhood participation, standard personnel requirements with reasonable uniformity of pay and job specifications for similar work.

Contractual requirements. In contracting with neighborhood boards and other delegate agencies, CPI will need to require fiscal responsibility and a system of information feedback. Perhaps there should be a standard accounting manual and a common management information system. Neighborhood boards should be required to adopt procedures which assure adequate and continuous resident participation.

VI. Annual planning process.

As the neighborhood boards get established, CPI will need to have an annual planning process which allows neighborhood flexibility while maintaining a concern for citywide goals. The CPI board, which is broadly representative, should retain the responsibility for determining overall program priorities, but it should do so in a manner (such as public hearings) which encourages broad public discussion. The CPI board should adopt a program budget which allocates funds in two ways: (1) An allocation of versatile funds to each neighborhood based upon an objective determination of relative need. The neighborhood board would have wide discretion for the use of such funds, (2) An allocation for certain program functions, such as manpower, early childhood development, etc., which have citywide priority or which come to the city already earmarked for these functions. Within the functional allocations, some activities would be operated on a citywide basis (for example specialized skill training) and other activities would delegated to the neighborhood boards (such as the operation of neighborhood employment centers).

VII. CPI Staff

As operating functions are spun-off, the CPI staff will be reduced. The following types of central staff are likely to continue to be needed:

Executive director and staff assistants

Program planning and evaluation

Administrative management: fiscal, personnel, etc.

Community operations

    Liasion with neighborhood boards and other delegate agencies

    Technical assistance

Training: of staff, boards, and other lay committees. The manpower staff is discussed in a separate memorandum.

VIII. Neighborhood boards and other agencies.

Looking ahead, it might be desirable for neighborhood boards to take over or otherwise participate in programs now operated by other agencies in the neighborhoods.

(203) 232-4451

Among these other programs are the following:

Community schools

Playgrounds

Neighborhood houses

Family services

Housing development

Urban renewal planning

Thus, neighborhood boards should be perceived as evolving institutions, taking on other functions as they achieve demonstrated capacity.

May 6, 1968

(203) 232-4451

90th CONGRESS
1st Session S. 1433

IN THE SENATE OF THE UNITED STATES

April 5, 1967

Mr. Ribicoff introduced the following bill; which was read twice and referred to the Committee on Banking and Currency

A BILL

To encourage and assist in the formation of local organizations by residents of urban neighborhoods for the purpose of improving the physical, economic, and social conditions prevailing in such neighborhoods.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That this Act may be cited as the "Neighborhood Development Corporation Assistance Act".

POLICY AND PURPOSE

SEC. 3., The Congress finds that citizen-based neighborhood organizations must play a vital role in assisting elected and appointed officials to effectively deal with community development needs. Citizen involvement at the neighborhood level must develop to determine community needs, mobilize the human resources of the neighborhood, and coordinate them with public and private resources for effective and acceptable community development efforts. The Congress finds that such acceptability on the neighborhood level is essential for successful development programs.

Congress therefore declares that the Neighborhood Development Corporation, as described herein, provides the framework for neighborhood involvement to achieve the above-stated purposes. Citizenship participation within such legally constituted neighborhood corporations will create for the individual a new self-image as a responsible decision-making citizen and member of the community, it will enable the inhabitants of the neighborhood to determine their needs and come to a corporate decision to take initiatives in obtaining desired projects and carrying our re-

Organization: Center For Urban Ethics
(203) 232-4451

sponsibilities assumed under them, and it will foster coordination of all development projects into a viable system for efficient community development.

DEFINITIONS

Sec. 3 As used in this Act ---

(1) The term "neighborhood development corporation" means a public or private nonprofit corporation (A) organized under State or local law by the residents of an urban neighborhood for the purpose of developing and carrying out programs for improving the physical, economic, and social conditions prevailing in such neighborhood, and (B) under the charter and bylaws of which each resident of such neighborhood is assured of an equal opportunity to participate (i) in the election of officers of, and a governing board for, such corporation, and (ii) in the programs and activities of such corporation.

(2) The term "urban neighborhood" means a part or section of a built-up urban area which is characterized by a similarity in the social and cultural patterns, or economic interests, of the persons residing in such part of section, and the boundaries of which are so defined as to include not less than one thousand five hundred of more than fifty thousand residents.

(3) The term "State" means any of the several States of the United States, the District of Columbia, the Commonwealth of Puerto Rico, and any of the possessions of the United States.

(4) The term "Director" means the Director of the Office of Economic Opportunity.

FINANCIAL ASSISTANCE

Sec. 4. (a) The Director is authorized --

(1) to undertake such activities as he determines to be desirable to assist the residents of urban neighborhoods in organizing neighborhood development corporations; and

(2) to make grants to, or to contract with, any such corporation to pay for a period not exceeding two years the operating expenses (including salaries and other administrative costs) reasonably required by such corporation in developing and carrying out its programs.

(b) Assistance under this section shall be granted under such rules and regulation as the Director shall prescribe to insure that such assistance is utilized in furtherance of the purposes of this Act.

(c) To provide assistance under this section, there is authorized to be appropriated not to exceed $30,000,000 for any fiscal year commencing after June 30, 1967. Any sums so appropriated shall remain available until expended.

REPORTS AND INVESTIGATIONS

Sec. 5. (a) Within six months after the date of enactment of this Act, the Director shall report to the President and to the Congress his recommendations with respect to any legislation which should be enacted in order to enable neighborhood development corporations to qualify for Federal assistance in carrying out their programs in urban neighborhoods for improving housing conditions, increasing employment and business opportunities, expanding worker productivity through job training and education, and otherwise bettering the working and living conditions to residents of such neighborhoods in furtherance of the purposes of this Act.

(b) The Secretary of Housing and Urban Development, in cooperation with the Secretaries of Commerce, Labor, and Health, Education and Welfare and the Director shall conduct a study and investigation of the most practicable ways to coordinate the activities of neighborhood development corporations with federally assisted programs and activities for improving housing conditions, increasing employment and business opportunities, expanding worker productivity through job training and education. Within eight months after the enactment of this Act, the Secretary of Housing and Urban Development shall report to the President and to the Congress the results of such study and investigation together with such recommendations as he determines will contribute to carrying out the purposes of this Act.

(c) The Director shall transmit to the President and to the Congress annually a comprehensive and detailed report concerning his activities and functions under this Act.

We are able to train in the following
areas: Staff development – neighborhood + supervising workers

Program development – help staff work
as a unit in
design of self-help community
~~of~~ endeavors

Board development – help policy makers
of diversified backgrounds
function effectively

Tension Reduction
and Communication building – emotions around
control, destiny,
+ involvement
are realities
and difficult challenges

Methodology – conventional + laboratory methods
on group cohesion, problem awareness,
information on systems + public programs,
and skill development at all
levels of Hartford Model Cities
Program.

Approach – diagnosis, design formation, evaluation

Sample: 4 ~~[illegible]~~ weekend workshops

Preference; a contract of five days for
me to stay in Connecticut, ~~to~~
for personal consultation, field
visits, staff interviews

Community Renewal Team
&
The Center For Urban Ethics (Hartford Seminary)

Workshop Participants

March 1-3, 1968

John L. Banks
67 Russel Street
Hartford, Connecticut 06120
(203) 527-2592

Organization: C-12 South Arsenal Neighborhood Council
(203) 522-3265 - 522-3266

Robert Batcherder
92 Sherman Street
Hartford, Connecticut 06105
(203) 233-3225

Organization: Center For Urban Ehtics
(203) 232-4451

Collin Bennett
16 Tower Avenue
Hartford, Connecticut

Organization: Community Renewal Team

Thomas R. Bodine
5 Haynes Street
Hartford, Connecticut 06103
(203) 522-1772 (Office) 242-4422

Organization: Community Renewal Team, Lay Chairman

Annette Carter
39 East Dutch Point Lane
Hartford Connecticut 06106
(203) 247-4421

Organization: Chain Of Charter Oak Sheldon
C-12 South Arsenal Neighborhood Council
(203) 527-4256

Joseph Duffy
175 Ridgefield Street
Hartford, Connecticut 06112
(203) 522-4068

Organization: Center For Urban Ethics
(203) 232-4451

Rafaela Faffney
165 Ashley Street
Hartford, Connecticut

Organization: Community Renewal Team, Representative

David L. Holmes
6 Partridge Lane
Bloomfield, Connecticut
(203) 242-0618

Organization: Community Renewal Team Of Greater Hartford
(203) 525-8236

Catherine H. Jenkins
418 Spring Street
Manchester, Connecticut 06040
(203) 649-7178

Organization: Community Renewal Team
Afro American Social Club
(203) 522-6422

Muriel Johnson
10 Magnolia Street
Hartford, Connecticut 16120
(203) 525-8770

Organization: Headstart
C-12 South Arsenal Neighborhood Council
Welfare Mothers
(203) 522-1163

Joseph F. Lenihan
115 Maplewood Avenue
West Hartford, Connecticut 06119
(203) 236-3017

Organization: Southern New England Telephone Company
(203) 247-9221 Ext. 397

(Mrs.) Ida A. McKenney
148 B Stonington Street
Hartford, Connecticut 06106
(203) 525-3796

Organization: C-12 South Arsenal Neighborhood Council
Community Renewal Team (member of Board Of Directors)
(203) 525-8236

Jon O. Newman
20 Brookside Boulevard
West Hartford, Connecticut

Organization: Community Renewal Team

Norris L. O'Neill
202 Terry Road
Hartford, Connecticut

Samuel B. Russell, Jr/
49 Russell Street
P.O. Box 994
Hartford, Connecticut
(203) 527-0695

Organization: C-12 South Arsenal Neighborhood Council
(203) 522-3266

(Mrs.) Catherine J. Percy
66 Hampton Street Apt. 103
Hartford, Connecticut 06120
(203) 522-2547

Organization: Community Renewal Team
Stow Village Civic Organization - Girl Scouts - Boy Scouts
(203) 525-8236

George J. Ritter
248 Whitney Street
Hartford, Connecticut
(203) 523-1428 (Office) 525-4411

Organization: Community Renewal Team
Hartford City Council

Maria Sanchez
92 Williams Street
Hartford, Connecticut 06120
(203) 522-3750

Organization: C-12 South Arsenal Neighborhood Council
Clay Hill (Spanish American Association)

Jacqueline Shaffer
102 Charlotte Street
Hartford, Connecticut 06112
(203) 527-0876

Organization: Community Renewal Team
Garden Area Neighborhood Council
(203) 525-5666

Elbert N. Scott
26 Ellis Street
Hartford, Connecticut
(203) 236-3784

Organization: Community Renewal Team
"D" Charter Oak

Stewart Shaw
21 Denison Street
Hartford, Connecticut 06103
(203) 233-4224

Organization: Community Renewal Team
South Green Multi Service Center
(203) 278-3440

Herbert Smith
75 Simpson Street
Hartford, Connecticut
(203) 522-8131

Organization: Inner City Exchange

Edward E. Wooden
2516 Main
Hartford, Connecticut
(203) 247-6434

Organization: Northeast Neighborhood Council
(203) 522-6422

Trainers:

Spiver W. Gordon
Frank Lugovina
Henry G. Smith, Jr.
Training Staff Associates
Scholarship, Education & Defense Fund For Racial Equality
164 Madison Avenue
New York, N.Y. 10016

— GROUP NORM

TITLE OF WORKSHOP SELF AWARENESS & COMMUNITY DEVELOPMENT

PLACE NORWICH INN

DATE March 1thru 3 , 1968

ADDRESS Route #32, Norwich, Connecticut

ORGANIZATION Community Activists from Hartford, Connecticut

EVALUATION

I. Rate the sessions.

Title	Excellent	Good	Poor	Can Be Improved By
TOTAL COMMUNITY	7	11	NONE	
SMALL GROUP	16	8	NONE	
FISH BOWL	10	9	1	
IN-PUT	7	10	NONE	

II. Rate the resource persons or trainers.

Name	Excellent	Good	Poor	Can be more effective by
SPIVER GORDON	8	11	NONE	
FRANK LUGOVINA	10	9	NONE	
HANK SMITH	17	2	NONE	

III. What do you like best?

GROUP NORM

IV. What do you like least?

MASTER FILE - DO NOT REMOVE

TITLE OF WORKSHOP SELF AWARENESS & COMMUNITY DEVELOPMENT

PLACE NORWICH INN

DATE March 1thru 3 , 1968

ADDRESS Route #32, Norwich, Connecticut

ORGANIZATION Community Activists from Hartford, Connecticut

EVALUATION

I. Rate the sessions.

Title	Excellent	Good	Poor	Can Be Improved By
Small Groups	✓			✓
TotAl Comm		✓		✓
Fish Bowl		✓		✓
EnPut	✓			

II. Rate the resource persons or trainers.

Name	Excellent	Good	Poor	Can be more effective by
SPIVER GORDON	✓			
FRANK LUGOVINA	✓			
HANK SMITH	✓			

III. What do you like best?

The opportunity to voice an opinion and project an idea and have the whole group respond to each idea

IV. What do you like least?

#1

The constant like of communication when an individual apparently loses interest or misunderstands a projected idea.

WORKSHOP EVALUATION - Page 2

V. This workshop has helped me in the following ways:

1. It has helped me to know the
community better,
2. It has helped me to know that
Although Ideas are the same when they
3. are projected they are often
misunderstood.
4. It has helped me to know how very
little we really know about ourselves
And those whose purposes are the same
as mine.

VI. Comments

This Training was very revealing in that it helped me to know that although you think everyone's thinking should be the same because their purposes are they are very and often to far apart to reach a meaningful solution to the problems that are awaiting us when we return to our ~~pg~~ respective communities. However it has opened the door for a wider range and methods of procedure for planning and implementing community organizations.

S.E.D.F.R.E.
164 Madison Avenue
New York, N.Y. 10016

WORKSHOP EVALUATION - Page 2

V. This workshop has helped me in the following ways:

1. To Communicate with People

2. To thenk

3. How to get a Job done more eFFectively

4.

VI. Comments

I thenk the Workshop was very helpful
and coud be don again next year

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WORKSHOP SELF AWARENESS & COMMUNITY DEVELOPMENT

PLACE NORWICH INN

DATE March 1thru 3 , 1968

ADDRESS Route #32, Norwich, Connecticut

ORGANIZATION Community Activists from Hartford, Connecticut

E V A L U A T I O N

I. Rate the sessions.

Title		Excellent	Good	Poor	Can Be Improved By
Total Community					
Small Group		Sat Nite ✓	Fri nite ✓		
Fish Bowl				✓	See ⊛ on next page
In Put	Spiver		✓		on feelings
			✓		on interpreting whats happening in group
	Frank			✓	on "Training" - no life - you ~~left me~~ of the group!
	Hank		✓		Easy style - comes across easy - but often unclear on directions - leaves the group puzzled on " (?) " " " " Schedule

II. Rate the resource persons or trainers.

Name	Excellent	Good	Poor	Can be more effective by
SPIVER GORDON		✓		Tends to force T-group into series of dialogues each with Spiver → Didn't let the group react to other members Fri nite :
FRANK LUGOVINA	✓			
HANK SMITH	✓			

III. What do you like best?

Sat nite T-group with Hank/Frank High spot - Real communication, acceptance, love!

IV. What do you like least?

Two day sessions on Sat - I thought lacked direction; I thought trainers probably had more constructive input that would have moved the group on than they gave us.

#3

V. This workshop has helped me in the following ways:

1. Insight into personal style -- need for greater involvement + warmth -
2. Knowing people not before acquainted with from rest of community -
3.
4.

VI. Comments

Wish we could have tied the real learning at the personal level → more explicitly to questions of leadership style + organization back in community. Fish-bowl gimmick tended prevented this, rather than helping!

(More later) —

Bob Batchelder

S.E.D.F.R.E.
164 Madison Avenue
New York, N.Y. 10016

* Fishbowl -- I think it needed introduction - explaining why we were going to do this game - and most important - interpretation afterwards: (1) allowing group to explore + comment on what this new input meant to the group, + to the return to the community; and (2) some lifting up of insights by trainers. The 2nd round should have been omitted to allow the group to deal with the input. Also clearer instructions: The group process was not role-played, only individual performances. (Applause for Bennett typified that we had degenerated to a virtuosos. Experience needs to be reflected on + interpreted –

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PLACE NORWICH INN DATE March 1thru 3 , 1968

ADDRESS Route #32, Norwich, Connecticut ORGANIZATION Community Activists from Hartford, Connecticut

EVALUATION

I. Rate the sessions.

Title	Excellent	Good	Poor	Can Be Improved By
Total Community		✓		
Fri 1 Small group		✓		
Sat morning 2 Small group	✓			
Sat even 3 Small group			✓	it got out of hand
Fish Bowl	✓			
Put in	✓			
Sat night Small group	✓			

II. Rate the resource persons or trainers.

Name	Excellent	Good	Poor	Can be more effective by
SPIVER GORDON	✓			
FRANK LUGOVINA	✓			
HANK SMITH	✓			

III. What do you like best?

the small group because they made you look at your inter self which I dislike to do.

IV. What do you like least?

I was told to Organize and I don't really know how, and I was hung up on Self awareness. #4

V. This workshop has helped me in the following ways:

1. I am awar of my intersif
Only I'm afraid of it
2. I can meet people much better

3. that I will never forget that
I don't need a sheal.
4.

VI. Comments

I hope that Frank, Spiver, and Hank
Never stop the work that they
are doing Execllent people, and you
can bring out the love to complet
stringer

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Annette Carter

OF WORKSHOP SELF AWARENESS & COMMUNITY DEVELOPMENT

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ADDRESS Route #32, Norwich, Connecticut ORGANIZATION Community Activists from Hartford, Connecticut

EVALUATION

1. Rate the sessions.

Title	Excellent	Good	Poor	Can Be Improved By
Total Community		✓		More Participation form, Group
Small Group	X			Bring people out more project them.
Fish Bowl	X			
In Put		✓		

II. Rate the resource persons or trainers.

Name	Excellent	Good	Poor	Can be more effective by
SPIVER GORDON		✓		
FRANK LUGOVINA		✓		
HANK SMITH	✓			

III. What do you like best?

I like the way I was able to look at myself as others see me & I can now feel secure & really project what I want to get across to people. A mutual understanding

IV. What do you like least?

Interuptions, disrespect for other people & their "feelings" which was really what we were learning & express with out hurt or harm- #5

V. This workshop has helped me in the following ways:

1. Understand my self first, then I can relate to others so they will understand me.

2. Not take anything or anyone for granted

3. Think & Listen to others before reacting or commenting, Understand what is said &

4. what I have to say, be meaningful.

4- think & Protect yourself.

VI. Comments

I enjoyed this workshop very much. I looked at my self & other people. We are all human beings. I feel a lot of us now respect each others feelings more & realize we all were born the same way & when we die we will all be buried.

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OF WORKSHOP SELF AWARENESS & COMMUNITY DEVELOPMENT

PLACE NORWICH INN DATE March 1thru 3 , 1968

ADDRESS Route #32, Norwich, Connecticut ORGANIZATION Community Activists from Hartford, Connecticut

EVALUATION

I. Rate the sessions.

Title	Excellent	Good	Poor	Can Be Improved By
Total Comm	✓			
Small Group-T	✓			
Fish Bowl		✓		
In Put		✓		

II. Rate the resource persons or trainers.

Name	Excellent	Good	Poor	Can be more effective by
SPIVER GORDON		✓		
FRANK LUGOVINA		✓		
HANK SMITH	✓			

III. What do you like best?

Total Community

T-grouping or Small Group

Communicate
Responsibilty

IV. What do you like least?

In Put

#6

WORKSHOP EVALUATION - Page 2

V. This workshop has helped me in the following ways:

1. To see my self as others see me
   To let others assume more Responsibilty
2. To try To get more of These sessions
3.
4.

VI. Comments

More Sessions To be Held

Next Time To include more proffessional people

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WORKSHOP SELF AWARENESS & COMMUNITY DEVELOPMENT

PLACE NORWICH INN DATE March 1thru 3 , 1968

ADDRESS Route #32, Norwich, Connecticut ORGANIZATION Community Activists from Hartford, Connecticut

EVALUATION

1. Rate the sessions.

Title	Excellent	Good	Poor	Can Be Improved By
Total Community		✓		
Small Groups	X			
Fish Bowl		✓		
in Put	X			

II. Rate the resource persons or trainers.

Name	Excellent	Good	Poor	Can be more effective by
SPIVER GORDON		X		
FRANK LUGOVINA		X		
HANK SMITH	X			

III. What do you like best?

The release of pent up emotions, drawing persons out, the realization of how important it is to listen, The importance of T grouping. The evaluation to were excelent, giving persons the opportunity to observe their weaknesses as well as strengths.

IV. What do you like least?

The secrecy of the meeting, seemed to make everyone nervous,

#7

WORKSHOP EVALUATION - Page 2

V. This workshop has helped me in the following ways:

1. awareness of other peoples hang ups and dealing with them objectivily
2. Try to seperate "action" from re-action
3. The desire to grow, learning to understand & answer, "How Do You Feel"
4. The need of hearing, from other people don't "dominate" Conversation, Groups

VI. Comments

I would like to be involved in another session of this kind, I feel it's a necesity.

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WORKSHOP SELF AWARENESS & COMMUNITY DEVELOPMENT

PLACE NORWICH INN DATE March 1thru 3 , 1968

ADDRESS Route #32, Norwich, Connecticut ORGANIZATION Community Activists from Hartford, Connecticut

EVALUATION

1. Rate the sessions.

Title	Excellent	Good	Poor	Can Be Improved By
Total Community	✓			
Small Group	✓			
Fish Bowl		✓		
In Put		✓		

II. Rate the resource persons or trainers.

Name	Excellent	Good	Poor	Can be more effective by
SPIVER GORDON	✓			
FRANK LUGOVINA	✓			
HANK SMITH	✓			

III. What do you like best?

Total Community

IV. What do you like least?

fis Bowl

#8

V. This workshop has helped me in the following ways:

1. Knows my self better
How to Conm with people

2. ~~to~~
Know people before I judge them

3. How to Know my friends

4.

VI. Comments
I Think The whole weekend
was wonderful.

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WORKSHOP SELF AWARENESS & COMMUNITY DEVELOPMENT

PLACE NORWICH INN

DATE March 1thru 3 , 1968

ADDRESS Route #32, Norwich, Connecticut

ORGANIZATION Community Activists from Hartford, Connecticut

EVALUATION

1. Rate the sessions.

Title	Excellent	Good	Poor	Can Be Improved By
Total Community		✓		
Small Group	✓			
Fish Bowl	✓			
In Pot		✓		

II. Rate the resource persons or trainers.

Name	Excellent	Good	Poor	Can be more effective by
SPIVER GORDON	✓			
FRANK LUGOVINA	✓			
HANK SMITH	✓			

III. What do you like best?

I like the small group best. Its Allow more person time.

IV. What do you like least?

I am very sorry that I miss part of the in pot session

#9

V. This workshop has helped me in the following ways:

1. Help me find myself

2. Showed me new method of Org. a Community of Needs

3. Most of all Listen to others

4.

VI. Comments

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OF WORKSHOP SELF AWARENESS & COMMUNITY DEVELOPMENT

PLACE NORWICH INN DATE March 1thru 3 , 1968

ADDRESS Route #32, Norwich, Connecticut ORGANIZATION Community Activists from Hartford, Connecticut

EVALUATION

1. Rate the sessions.

	Title	Excellent	Good	Poor	Can Be Improved By
	Total Community	✓			
	Small Group	✓			
	Small Group	✓			
P M	Small Group		✓		
P.M.	Small Group				✓
	fish bowl	✓			
	In Out	✓			

II. Rate the resource persons or trainers.

Name	Excellent	Good	Poor	Can be more effective by
SPIVER GORDON		✓		
FRANK LUGOVINA		✓		
HANK SMITH	✓			

III. What do you like best?

The very small group where you really find yourself as an ~~[illegible]~~ individual and the different way in which one have been wrong in the Community

IV. What do you like least?

We should have had more time

#10

V. This workshop has helped me in the following ways:

1. to define myself as a person
to understand other people better

2. I have learned a few point in organizing

3.

4.

VI. Comments

Hank, it is hard for me to believe that in all my 35 yrs of living, that I would meet a man like you and have such complete trust in you as a person.

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New York, N.Y. 10016

Muriel Johnson

Samuel B. Russell Jr.

WORKSHOP SELF AWARENESS & COMMUNITY DEVELOPMENT

PLACE NORWICH INN DATE March 1thru 3 , 1968

ADDRESS Route #32, Norwich, Connecticut ORGANIZATION Community Activists from Hartford, Connecticut

E V A L U A T I O N

1. Rate the sessions.

Title	Excellent	Good	Poor	Can Be Improved By
I. Comm.		✓		
S. Groups		✓		
Fish Bowl	✓			
IN. put	✓			

II. Rate the resource persons or trainers.

Name	Excellent	Good	Poor	Can be more effective by
SPIVER GORDON	✓			
FRANK LUGOVINA	✓			
HANK SMITH	✓			

III. What do you like best?

I. Comm. Fish Bowl

IV. What do you like least?

Time - was Not enough

#11

V. This workshop has helped me in the following ways:

1. Commucate better

more Responsible

2. Cheex myself more

listen more

3.

4.

VI. Comments

Very Good - shoud have

More of them

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WORKSHOP SELF AWARENESS & COMMUNITY DEVELOPMENT

LACE NORWICH INN DATE March 1thru 3 , 1968

ADDRESS Route #32, Norwich, Connecticut ORGANIZATION Community Activists from Hartford, Connecticut

EVALUATION

I. Rate the sessions.

Title	Excellent	Good	Poor	Can Be Improved By
Total Community.		✓		
Small group.	✓			
Fish Bowl	✓			
Input		✓		

II. Rate the resource persons or trainers.

Name	Excellent	Good	Poor	Can be more effective by
① HANK SMITH	✓			
② SPIVER GORDON		✓		
② FRANK LUGOVINA		✓		
HANK SMITH	✓			~~Steering~~

"coordinating"

" consult with

III. What do you like best?

SMALL Groups

IV. What do you like least?

#12

LE OF WORKSHOP SELF AWARENESS & COMMUNITY DEVELOPMENT

PLACE NORWICH INN DATE March 1thru 3 , 1968

ADDRESS Route #32, Norwich, Connecticut ORGANIZATION Community Activists from Hartford, Connecticut

EVALUATION

1. Rate the sessions.

Title	Excellent	Good	Poor	Can Be Improved By
Total Community		✓		
Small Groups	Some excellent		some very poor	
In Put Jo-Hari Training		JoHari pretty good	Training poor	

Fishbowl OK — but seemed like a stunt. What good did it do? We were all so interested in the device we paid little attention to the content. A stunt should contribute to content, not detract from it.

II. Rate the resource persons or trainers.

Name	Excellent	Good	Poor	Can be more effective by
SPIVER GORDON				
FRANK LUGOVINA				
HANK SMITH				

All three are good at relating to the group — being warm + human. They fail badly (I think) in being over permissive and not knowing when direction is needed and when it's right to leave the group alone.

III. What do you like best?

The getting together itself — the exchanges at meal times in the bar + in the corridors.

IV. What do you like least?

#13

The sessions where we were left to flounder around without direction. This led to a total waste of a lot of busy people's precious TIME. I also disliked the stunts

(CONTINUED)

IV CONTINUED: The stunts — the cute devices — get in the way of communication, etc. For some groups (teen-agers & the like) they might be OK but not for these community leaders — articulate, competent people. No judgement was shown in when to use them & when not.

V. This workshop has helped me in the following ways:

1. To get to know people better that I work with at home.

2. Nothing much else.

3.

4.

VI. Comments

Too much generalizations — too little "case studies" & specific examples — which we could have thrashed out & really learned something from. Staff was really very poor in the art of group dynamics — when to give direction & when to be permissive — like the mid 20th century parent with a teen-age child!! Over permissive & left us floundering.

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The weekend was a marvelous idea — well worth doing — just for the sake of getting to know one another better — but it could have been three times as good if there had been better content & more skilful leaders.

TITLE OF WORKSHOP SELF AWARENESS & COMMUNITY DEVELOPMENT

PLACE NORWICH INN DATE March 1thru 3 , 1968

ADDRESS Route #32, Norwich, Connecticut ORGANIZATION Community Activists from Hartford, Connecticut

EVALUATION

1. Rate the sessions.

Title	Excellent	Good	Poor	Can Be Improved By
Total Comm		✓		do same to other Community
Small groups		✓		more understanding
Fish Bowl	✓			
in Put		✓		

II. Rate the resource persons or trainers.

Name	Excellent	Good	Poor	Can be more effective by
SPIVER GORDON		✓		He's feeling
FRANK LUGOVINA		✓		
HANK SMITH	✓			

III. What do you like best?

small groups

IV. What do you like least?

Fish Bowls

#14

V. This workshop has helped me in the following ways:

1. How to leasen to other and understanding
To see myself to be able to communicate

2. to get aut of my chelf

3.

4.

VI. Comments

I would like for this program to be able to continue.

S.E.D.F.R.E.
164 Madison Avenue
New York, N.Y. 10016

TITLE OF WORKSHOP SELF AWARENESS & COMMUNITY DEVELOPMENT

PLACE NORWICH INN DATE March 1thru 3 , 1968

ADDRESS Route #32, Norwich, Connecticut ORGANIZATION Community Activists from Hartford, Connecticut

EVALUATION

I. Rate the sessions.

Title	Excellent	Good	Poor	Can Be Improved By
① Total Community	✓			
② Small Group		✓		
③ Fish Bowl	✓			
④ In Put	✓			

II. Rate the resource persons or trainers.

Name	Excellent	Good	Poor	Can be more effective by
SPIVER GORDON	✓			
FRANK LUGOVINA	✓			
HANK SMITH	✓			

III. What do you like best?

I like best the way in which we have come to somewhat understand ourselves + each other.

IV. What do you like least?

#15

In my session the least I liked was the way a certain person kept trying to get attention without considering other people in the group.

WORKSHOP EVALUATION - Page 2

V. This workshop has helped me in the following ways:

1. I have learned to be more specific about the actual problem of a person then or my emotional
2. way of mentally putting the problem together & actually solving it.
3.
4.

VI. Comments

I feel that this type of training is very helpful to me & other people. I hope that this experience will be shared by many people after me (or us).

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TITLE OF WORKSHOP SELF AWARENESS & COMMUNITY DEVELOPMENT

PLACE NORWICH INN

DATE March 1thru 3 , 1968

ADDRESS Route #32, Norwich, Connecticut

ORGANIZATION Community Activists from Hartford, Connecticut

EVALUATION

I. Rate the sessions.

Title	Excellent	Good	Poor	Can Be Improved By
Total Comm		✓		
Small Groups	✓			
fish Bowl		✓		
in put Window put in		✓		

II. Rate the resource persons or trainers.

Name	Excellent	Good	Poor	Can be more effective by
SPIVER GORDON		✓		
FRANK LUGOVINA		✓		
HANK SMITH	✓			

They all have thie own style of Getting to people

III. What do you like best?

Small Groups

IV. What do you like least?

In put

#16

WORKSHOP EVALUATION - Page 2

V. This workshop has helped me in the following ways:

1. I see my self As a New person
Other peope Are Now Just people

2. I will Now work A New way in my Community.

3. The workshop made me feel stupid At times but learning All the time.

4. I will Always looking At my Actions.
I found everyone has something to give a Community.

VI. Comments

I can offer no improvement because I am so pleased with the SEDFRE staff. The staff was so humane to me that They became my brothers.
I truly loved Them.
I want sedfre back in Harford.
I want to see in Action Sed fre in N.y.C

S.E.D.F.R.E.
164 Madison Avenue
New York, N.Y. 10016

Ida "A McKenney

TITLE OF WORKSHOP SELF AWARENESS & COMMUNITY DEVELOPMENT

PLACE NORWICH INN

DATE March 1thru 3 , 1968

ADDRESS Route #32, Norwich, Connecticut

ORGANIZATION Community Activists from Hartford, Connecticut

EVALUATION

1. Rate the sessions.

Title	Excellent	Good	Poor	Can Be Improved By
TOTAL COMM.		✓		LESS "T" GROUPY - A BIT MORE STRUCTURE MIGHT HELP.
SMALL GROUP	✓			WELL HANDLED = BY FAR MOST VALUABLE
FISH BOWL		✓		A LITTLE ANTI-CLIMACTIC AFTER SAT T GR.
IN PUT		✓		SOMETIMES EXCELLENT A FEW MISSES - WHERE I FELT GROUP NOT READ WELL

II. Rate the resource persons or trainers.

Name	Excellent	Good	Poor	Can be more effective by
				HE'S GOT IT BUT, ~~Some~~ ~~Times~~ WARM, OPEN SOMETIMES MISSES CONTENT
SPIVER GORDON		✓		A LITTLE DEFENSIVE + TECHNIQUE MINDED
FRANK LUGOVINA	✓			ALL THERE EMOTIONALLY EXCELLENT "T" GROUPER
HANK SMITH	✓			"PRO" group WKER

III. What do you like best?

SMALL T GROUPS HIGHLY EFFECTIVE + WELL HANDLED. IMPACT SCREWED UP SOME OF THE OTHER TECHNIQUES

IV. What do you like least?

~~Some G~~ SATURDAY MORN + AFT. GR DIDN'T QUITE GET ACROSS: STRUCTURE "T" GR VS TECHNIQUE TRNG-

#17

V. This workshop has helped me in the following ways:

1. GOT ME BACK FEELING A LITTLE MORE INSIDE
WITH PEOPLE
2. ABLE TO RELAX + LISTEN WITH EMPATHY
AGAIN - RATHER THAN PLAYING ON MY AUDIENCE WITH MY
3. OWN PERSONAL + WK HANGUPS
GOT ACROSS WITH MY BOSS FOR THE 1ST TIME +
4. GOT SOME SENSE OF WHAT OUR FRICTIONS CAME FROM.
I MAY BE ABLE TO GET THINGS DONE AGAIN.

VI. Comments

IN GENERAL - WELL HANDLED. IT'S A WASTE OF TIME
TO HAVE PEOPLE DROP IN FOR A FEW HOURS - THEY
TEND TO SCREW UP THE INTERACTION. GROUPS TENDED
TO RESEEK "T" GR EMOTIONAL LEVEL IN MORE
STRUCTURED SETTINGS - CREATED SOME CONFUSION

S.E.D.F.R.E.
164 Madison Avenue
New York, N.Y. 10016

TITLE OF WORKSHOP SELF AWARENESS & COMMUNITY DEVELOPMENT

PLACE NORWICH INN

DATE March 1thru 3 , 1968

ADDRESS Route #32, Norwich, Connecticut

ORGANIZATION Community Activists from Hartford, Connecticut

EVALUATION

I. Rate the sessions.

Title	Excellent	Good	Poor	Can Be Improved By
Total Community	✓			using specific local examples – takes a little
				Advanced Research and
				preparation – like.
Small Group	✓			Case studies of Harvard Business School
Fish Bowl		✓		clearer instructions and objectives
Input		✓		cleare instructions

II. Rate the resource persons or trainers.

Name	Excellent	Good	Poor	Can be more effective by
SPIVER GORDON		✓		
FRANK LUGOVINA		✓		
HANK SMITH	✓			

III. What do you like best?

Hank Smith's help in small group self awarness sessions
Hank's restraint combined with hard work in ~~pulling~~
eliciting people's feelings about themselves and each
other will stay with me a long, long time.

IV. What do you like least?

① lack of opportunity to talk and plan specific
programs to meet expressed felt needs; ② not enough
time to get to know each other

#18

WORKSHOP EVALUATION - Page 2

V. This workshop has helped me in the following ways:

1. speak more directly to people

2. express my feelings directly to people

3. listen to ~~p~~ an individual's tone and not just his words

4. learn how other people communicate —

VI. Comments

Certainly helpful to understanding process of group dynamics. Very good job by all involved

S.E.D.F.R.E.
164 Madison Avenue
New York, N.Y. 10016

George Ritter

TITLE OF WORKSHOP SELF AWARENESS & COMMUNITY DEVELOPMENT

PLACE NORWICH INN

DATE March 1thru 3, 1968

ADDRESS Route #32, Norwich, Connecticut

ORGANIZATION Community Activists from Hartford, Connecticut

EVALUATION

I. Rate the sessions.

Title	Excellent	Good	Poor	Can Be Improved By
Total Community		✓		
Small Groups		✓		
Fish Bowl		✓		ADDING ONE TO BEGINNING of SESSION
INPUT	✓			

II. Rate the resource persons or trainers.

Name	Excellent	Good	Poor	Can be more effective by
SPIVER GORDON	✓			
FRANK LUGOVINA	✓			
HANK SMITH		✓		Lest emotionally involved

III. What do you like best?

"UNstructed structed" PROCEEDURE

IV. What do you like least?

Limited time fore various types of confrontations.

#19

V. This workshop has helped me in the following ways:

1. Revevation of Needs of All groups + Individuals

2. Personal Need of Being aware of others. feelings

3.

4.

VI. Comments

Stricter discipline of participants in time of arrival to & onset of session. Latecomers Retarded the progress of the groups.

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